



Annual Report 2016

Town of Eastham



***Cover photos courtesy of
Anton Anderson, Mike Caliri, Karl Shipman
and Environmental Partners Group.***

REPORTS
of the
TOWN OFFICERS
of the
TOWN OF EASTHAM
for the year
2016

TOWN OF EASTHAM

INCORPORATED IN 1651

Population 2016 Town Census 4,976

ELECTED OFFICIALS

SENATORS IN CONGRESS

Edward Markey	2020
Elizabeth Warren	2018

REPRESENTATIVES IN CONGRESS – Ninth Congressional District

William Keating	2018
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STATE SENATOR – Cape and Islands District

Julian Cyr	2019
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REPRESENTATIVES IN GENERAL COURT – Fourth Barnstable District

Sarah Peake	2018
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COUNTY COMMISSIONERS

Leo Cakounes	2019
Mary Pat Flynn	2021
Sheila Lyons	2016

BARNSTABLE COUNTY ASSEMBLY OF DELEGATES

Edward Atwood	2018
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MODERATOR

Steven Cole	2017
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BOARD OF SELECTMEN

Wallace F. Adams II	2019
Linda Burt, Clerk	2017
Elizabeth Gawron, Chair	2017
John F. Knight, Vice-Chair	2019
William O'Shea	2018

TOWN CLERK

Susanne Fischer	2017
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LIBRARY TRUSTEES

Edmond Harnett	2017
Sharon Krause	2019
Norma P. Marcellino	2019
David Payor, Chair	2018
Mary Shaw	2017

HOUSING AUTHORITY

Edward Brookshire, Governor's Appointee, Chair	2016
Gerald Cerasale	2018
James McMakin	2021
Mary Beth O'Shea	2017
Lisa Radke	2019

ELEMENTARY SCHOOL COMMITTEE

Ann Crozier	2019
Joanne Irish	2017
Judy Lindahl	2017
Mary Louise Sette	2018
Moira Noonan-Kerry	2019

NAUSET REGIONAL SCHOOL COMMITTEE

Sarah Blackwell	2018
Edward Brookshire	2019

APPOINTED OFFICIALS

AFFORDABLE HOUSING TRUST

Carolyn McPherson, Chair	2018
William Burt, Clerk	2017
Elizabeth Gawron	2018
Eileen Morgan	2017
Robert Sheldon	2016
Carol Martin	2017

ANIMAL ADVISORY COMMITTEE

Joanne Baldauf, Clerk	2018
Kerry Ann Reid, Vice-Chair	2017
John Kelley	2019

BARNSTABLE COUNTY HOME CONSORTIUM ADVISORY COUNCIL

Paul Lagg	2017
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BARNSTABLE COUNTY HUMAN RIGHTS COMMITTEE

David Schropfer	INDEF.
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BOARD OF ASSESSORS

Joanna Buffington	2017
Maureen Fagan, Vice Chair	2018
Denise Kopasz, <i>Alternate</i>	2017
Alfred Sette, Chair	2017

BOARD OF CEMETERY COMMISSIONERS

Robert Carlson	2017
Terri Rae Smith	2018
Roger Thurston	2019

BOARD OF HEALTH

Vicky Anderson	2019
Dr. Joanna Buffington, Chair	2018
James Taylor	2019
Ellen Lariviere	2018
Glenn Olson	2019

BOARD OF HIGHWAY SURVEYORS

Wallace F. Adams II	2019
Linda S. Burt	2017
Elizabeth Gawron	2017
John F. Knight	2019
William O'Shea	2018

1651 FOREST ADVISORY COMMITTEE

Deborah Abbott	2018
Steven Gulrich, Chair	2016
Michael Harnett	2018
Steven LaBranche	2017
Henry Lind	2017

TOWN OF ORLEANS WATER QUALITY ADVISORY BOARD

Eastham Representative, Sandy Bayne	INDEF.
Eastham Representative, Alternate, Charles Harris	INDEF.

BOARD OF REGISTRARS

Maureen Andujar	2017
Audrey Bohannon	2016
Veronica Brocklebank, Chair	2018
Ann Crozier	2018
Susanne Fischer	INDEF.
Cindy Nicholson	2017
Cathy Thomas	2017

CAPE & VINEYARD ELECTRIC UTILITY COOPERATIVE

Joseph Bayne	INDEF.
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CAPE COD COMMISSION

Joyce Brookshire	2018
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**CAPE COD COMMISSION:
REGIONAL BIKEWAYS AND PEDESTRIAN COMMITTEE**

Neil Andres	INDEF.
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CAPE COD NATIONAL SEASHORE ADVISORY COMMITTEE

Nat Goddard, <i>Alternate</i>	2017
Donald Nuendel, Principal	2017

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL

Glenn Olson	2019
Mike Sarcione	2017

CAPE COD REGIONAL TRANSPORTATION COMMISSION

Sheila Vanderhoef	INDEF.
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CAPE COD WATER PROTECTION COLLABORATIVE

Jane Crowley	2016
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CAPE LIGHT COMPACT

Fred Fenlon	2017
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CAPITAL PROJECTS COMMITTEE

Library:

Aimee Eckman, Finance Committee	INDEF.
Elizabeth Gawron, Board of Selectmen	INDEF.
Sheila Vanderhoef, Town Administrator	INDEF.

Rock Harbor:

Wallace Adams II, Board of Selectmen	INDEF.
Michael Hackworth, Finance Committee	INDEF.
Sheila Vanderhoef, Town Administrator	INDEF.

Municipal Water:

Fred Guidi, Finance Committee	INDEF.
John Knight, Board of Selectmen	
INDEF.	
Sheila Vanderhoef, Town Administrator	INDEF.

COMMUNITY PRESERVATION COMMITTEE

James Baughman	2019
Edward Brookshire	2019
Josiah Holden Camp, Jr., Vice-Chair	2018
Edmund Casarella	2017
Daniel Coppelman	2019
L. Michael Hager	2017
Eileen Morgan	2017
Carolyn McPherson	2018
Peter Wade, Chair	2018

CONSERVATION COMMISSION

James Baughman	2017
Alexander Cestaro	2018
Thomas Durkin	2019
Sheila Filipowski	2018
Michael Harnett, Chair	2018
Steven LaBranche	2017

COUNCIL ON AGING

Elizabeth Beard, Chair	2018
Lucile Cashin	2017
Margaret Lynn	2018
Richard Ramon	2017
Patricia Unish	2017
Pauline McGaughey	2017
Stephanie Whalen	2019
James Connor	2018

CULTURAL COUNCIL

Elizabeth Barlow	2018
Anthony Cantore, Treasurer	2017
Felice Coral, Clerk	2018
Sue Pellowe	2019
Kathleen Masterson	2017
Peter Milsky	2018
Johanna Schneider	2017

FINANCE COMMITTEE

Arthur Autorino, Vice-Chair	2019
Judith Cannon	2017
Gerald Cerasale	2018
Aimee Eckman	2019
Russ French, Chair	2019
Fred Guidi, Clerk	2017
Michael Hackworth, Chair	2017
John Knox	2018
Peter Wade	2018

HISTORICAL COMMISSION

J. Holden Camp, Jr., Chair	2018
Leon Verrone	2016
Marie Forjan, Clerk	2018
Elizabeth Sandler, Vice-Chair	2018
Kathryn Sette	2018
Terri Rae Smith	2019
Joan Sullivan	2017

HUMAN SERVICES ADVISORY BOARD

Kate Berg	2017
Marcia Bromley	2018
Susan Canavari, Chair	2017
Felice Coral	2017
Joan Matern	2019
Estella Edmondson	2019
Dilys Smith	2017

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

Karen Boucher	2019
Sherida Cocchiola, <i>Alternate</i>	2018
Jane Fischer, Clerk	2018
Mark Murzyn, Chair	2017
Gail O'Keefe-Edsen	2018
James Cohen, Vice-Chair	2019

OPEN SPACE COMMITTEE

Karen G. Baker	2019
Robert Cook	2018
Robert Gurney, Chair	2019
Michael Harnett	2018
Peter Wade	2018
Joanna Buffington	2017

PLANNING BOARD

Arthur Autorino	2017
Daniel Coppelman, Chair	2018
Richard Dill, Alternate	2017
Craig Nightingale	2017
Mark Stahl	2017
Dwight Woodson	2018
Joseph Manas	2019

RECREATION COMMISSION

Edmund Casserella, Chair	2017
Sherida Cocchiola, <i>Alternate</i>	2016
Edward Jordan, Recording Secretary	2019
Robert A. LaBranche, Jr.	2018
Brent Warren	2019

RECYCLING COMMITTEE

Fred W. Guidi	2018
Joyce Ikonnikow	2016
Bill Zajac	2018

SEARCH COMMITTEE

Judith Cannon	2017
Jessica Dill, Chair	2017
Gloria Schropfer	2019
Dilys Jones Smith	2018
Patricia Donovan	2019
Ruth Gail Cohen	2017
Amy Hackworth	2018

TOWN ADMINISTRATOR SEARCH COMMITTEE

Dr. James Taylor	04/01/2017
W. Scott Kerry	04/01/2017
William Darin Krum	04/01/2017
David Schropfer	04/01/2017
Carol Martin	04/01/2017
Dan Coppelman	04/01/2017

VISITORS TOURISM & PROMOTION SERVICES BOARD

Edward Atwood	2017
Prudence Kerry, Chair	2019
Barbara Komins	2018
Bonnie Nuendel	2018
Jim Russo	2019

WATER MANAGEMENT COMMITTEE

Adele Blong	2017
James Duarte	2017
Mike Guzowski	2017
Charles Harris, Chair	2018
Scott Lewis	2018
Janet Sisterson	2016
Jeff Bumby	2018

ZONING BOARD OF APPEALS

George Reinhart	2016
Edward Schneiderhan, Vice-Chair	2018
Robert Sheldon, Chair	2019
Joanne Verlinden, Clerk	2019
Stephen Wasby	2018
John Zazzaro	2016
Robert Bruns	2017
Ralph Holcomb, Alternate	2019
Brian Ridgeway, Alternate	2018

RESIGNATIONS 2016

James McMakin	Affordable Housing Trustees
George Reinhart	Zoning Board of Appeals
John Zazzaro	Zoning Board of Appeals

FROM THE TOWN ADMINISTRATOR

“Quality is never an accident. It is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents a wise choice of many alternatives.” (John Ruskin, expanded)

As this is my last opportunity to address the town taxpayers, staff and elected officials, I want to state that it has been an honor and privilege to serve you for the past 25 years as town administrator.

As your first town administrator after the adoption of the charter, you put your faith and trust in me, and together we have had a very eventful and positive relationship. Our accomplishments in infrastructure, equipment, and staffing stand on their own. The friendships made are forever.

As a group, the staff and I have focused on delivering to each of you the best service possible in a cost-sensitive environment. This was possible because each employee cares about you and about what they do, an organizational ethic that will not disappear. Those caring and capable employees made my job easier and ensured my success. To each I say a loud and clear “THANK YOU.”

Town administrators can struggle with elected officials in creating and executing the mission. Eastham's elected officials always worked in a collaborative way with the single mission being what is best for Eastham. To each member of the boards that I have served with I again say a loud and clear “THANK YOU.”

Eastham is truly a community where everyone counts and everyone has a chance to be heard, whether it is one voice in a town meeting with more than 1400 voters or as a volunteer on a board or committee. Each participant can contribute to the final product and thus support the final decision. That does not happen in all towns. This facet of Eastham sets the town apart from others and has allowed us to move forward on major initiatives that contribute in a positive way to the town. To all past and present volunteers in roles large and small, I say “THANK YOU”, I could not have been successful without you.

The work in Eastham is not done. Ahead are some tough times: managing the expense of the municipal water infrastructure investment, considering investment in wastewater management projects and continuing investment in regional school projects. While it may sound overwhelming, it can and will be managed successfully by the team of employees who remain in place, focused on the best for Eastham.

As Forrest Gump says towards the end of the film, “I’m tired, I think I’ll go home now.” I say, “me too.” Being your town administrator has been the best opportunity I could have had in my career, but it is time to go home now and so I will.

Best wishes to all who remain to continue the success,

Sheila Vanderhoef

BOARD OF SELECTMEN

2016 proved to be a challenging but very rewarding year for the Board of Selectmen. The composition of the Board remained unchanged as John Knight and Wally Adams were re-elected for their third terms in office. For only the second time in its history, the Selectmen were faced with the responsibility of selecting a new town administrator. Replacing Sheila Vanderhoef was not a simple task. A seven member panel of Eastham voters took on the task of winnowing down the list of applicants and provided the board with two excellent, qualified candidates. After extensive interviews, our current assistant town administrator, Jacqui Beebe was offered the position in late December. Hopefully negotiations early in 2017 will find our new town administrator seated and ready to go!

Sheila has devoted time and energy far beyond that which was required in administering Eastham's daily business. Her financial prowess has repeatedly achieved the highest "A" rating for our town. Sheila has earned the respect of her employees, townspeople, non-resident property owners, officials from Cape Cod towns, Barnstable County, the Massachusetts State House, and beyond. As a selectman and friend, I find it difficult to adequately assess her value to our town for the 25 plus years she has devoted to the position as our first town administrator.

Phase 1 of our town wide water system is virtually complete with water flowing through the pipes of the "backbone." Hookups to homes within the "red zone" area around the landfill are moving along at a very good pace. Watching the completion of our first water tower was a long awaited event. We now have fire hydrant protection to a very high percentage of properties in town.

The long awaited new library is complete. It is receiving raves about every aspect — entry, space, meeting rooms, light, furniture, decor, overall comfort. It has retained it's historical feeling by keeping the original entrance from our old library as an integral part of our new library. Comments I've heard from the building committee and volunteers include: "it is beautiful," "great areas for children and students of all ages," "total comfort," "We'll definitely be looking for more parking come summertime," "A job well done." An official grand opening is scheduled for early in 2017.

More than 15 years ago we purchased the Purcell property to provide affordable rental apartments for seniors and young families. The project is coming to fruition, with a proposal for two circular-type community settings consisting of one, two, and three bedroom units. This is a continuation toward meeting our goal of providing affordable living for Eastham seniors and young families.

After decades of agreements, disagreements, town meeting articles, legal consultations, the Hay Road dispute has been resolved. The families in Cape Town Hills now have relief with the attention being given to making access to Gov. Prentice Road possible. There is now a smoother road surface to exit their development with snow plowing being provided by our Department of Public Works.

John Knight

Chair, Eastham Board of Selectmen

BOARD OF ASSESSORS

The Town of Eastham completed the Fiscal Year 2017 Triennial Revaluation as required by the State to achieve full and fair cash value assessments and was second in the state to receive final certification from the Department of Revenue. The median value of a single-family home as of the January 1, 2016 assessment date was approximately \$404,800 compared to \$392,500 the previous year. Utilizing those medians and the respective fiscal year's tax rates, the tax bill for the median single-family property rose \$411.17 from \$2,786.75 ($\$392,500 \times \7.10 per \$1,000) to \$3,197.92 ($\$404,800 \times \7.90 per thousand).

The Town of Eastham had 6,355 taxable real estate parcels and 2,939 taxable personal property accounts as of January 1, 2016.

The Board of Selectmen held a public hearing on August 15, 2016 to determine the percentages of the tax levy to be borne by each class of property for FY'17. The Board voted to adopt a single tax rate for all classes of property. The FY'17 tax rate is \$7.90 per \$1,000 of valuation.

The Board of Assessors acted on 115 tax exemption applications for Veterans, the blind, seniors, hardship, paraplegic, and for a surviving spouse of a police officer killed in the line of duty. The total tax exempted was \$85,078.78. There were a total of 26 applications for real estate abatements for FY'16 which is less than 1% of the 6,355 taxable real estate parcels.

The Assessing Department continued the on-going 10-year cyclical inspection of properties as required by the State Department of Revenue as well as recollected the data for all properties with active building permits or sold during the past year. The Board appreciates the continuing cooperation of all property owners in allowing interior and exterior access to their properties for the purpose of maintaining accurate property information.

The Assessing department handled a large volume of requests for assistance and information and the Board appreciates the professionalism and competence demonstrated by the staff of Belinda Eyestone, Principal Assessor, Patricia Debs, Assistant Assessor/Field Appraiser and Amanda Love, Assistant to the Assessor. They served the public by maintaining a high level of accuracy with critical data which insures credible and fair assessments.

The Board thanks the Board of Selectmen, all town departments and the taxpayers for their support and understanding of the tax assessment process. The Board also thanks our consultant Paul Kapinos and the staff at pk Assessment Systems and pk Valuation Group, whose professionalism and skill helps ensure the fairness and accuracy of our values.

Respectfully submitted,

Alfred J. Sette, Jr., Chairman

TAX RATE RECAPITULATION FISCAL YEAR 2016

I. TAX RATE SUMMARY

- la. Total amount to be raised (from IIE) \$30,072,134.31
- lb. Total estimated receipts and
other revenue sources (from IIIE) \$8,087,716.00
- lc. Tax levy (IA minus IB) \$21,984,418.31
- ld. Distribution of Tax Rates and levies
Is this a recertification year? Y (Enter Y or N)

(a)	(b)	(c)	(d)	(e)	(f)
	LEVY	IC above times	VALUATION		
CLASS	PERCENTAGE	each percent in	by CLASS	TAX RATES	LEVY by CLASS
	(from LA-5)	column (b)	(from LA-5)	(c)/(d) x 1000	(d) x (e)/1000
Residential	96.0766%	21,121,881.64	2,673,655	7.90	21,121,879.16
Open Space	0.000%	0.00	0		0
Commercial	2.6082%	573,397.60	72,583,420.00	7.90	573,409.02
Industrial	0.3357%	73,801.69	9,341,700.00	7.90	73,799.43
SUBTOTAL	99.0205%	—	2,755,580,710		21,769,087.61
Personal	.9795%	215,337.38	27,257,050	7.90	215,330.70
TOTAL	100.0000%	—	2,782,837,760		21,984,418.31

Eastham Board of Assessors

Alfred J. Sette, Jr., Chair
Maureen Fagan, Co-Chair
Joanna Buffington
Denise Kopasz, Alternate

EASTHAM AFFORDABLE HOUSING TRUST

The Eastham Affordable Housing Trust (EAHT) is charged with the express purpose of creating and preserving affordable housing in Eastham. It was formed in 2008. Affordable housing means that the family pays no more than 30 percent of their income for housing. If they pay more than 30 percent they are considered “cost burdened.” The Trust has developed a small number of permanently affordable rental units on a scattered site basis. It also helps a number of families with monthly rental assistance.

Eastham has the lowest number of deed restricted affordable homes of any town on Cape Cod. The Commonwealth requires that all towns work toward an affordable housing inventory that equals or exceeds 10 percent of all housing stock. Progress towards this 10 percent goal is tracked on the State’s Subsidized Housing Inventory (SHI). Eastham currently has 1.9 percent of its housing stock listed on the SHI.

Background from the Eastham Housing Production Plan:

- 32% of population (4,932) = 65 years or older
- 1.9% of year round units (2,632) are included on Subsidized Housing Inventory (SHI)
- 60% of dwellings are seasonal or second homes
- 56% of housing stock built between 1960 and 1990
- 13.3% of all residents claim a disability
- 14% of households earning less than \$25,000
- 35% of year round households are “cost burdened”

Who Benefits from Affordable Housing?

- Our Residents:
 - Many households in need of affordable housing already live and work in Eastham.
- Our Businesses:
 - Housing for existing local workforce
 - Attract and retain new employees
 - Households have more disposable income to spend locally
- Our Whole Community:
 - Seniors can remain in our community
 - Younger residents can join our community
 - Greater opportunity for economic development

The Eastham Affordable Housing Trust currently has two programs designed to help create affordable housing opportunities in the community:

1. Affordable Rental Expansion Program
2. Rental Subsidy Program

Affordable Rental Expansion Program:

The EAHT has purchased and rehabilitated seven affordable housing units. This was done with the support of Eastham residents and the Eastham Community Preservation Committee. These units have the potential to house as many as 20 residents. The units are deed restricted so that they will be available in perpetuity. After rehabilitation, the average purchase price per unit for these homes was \$221,000.

Rental Subsidy Program:

The Rental Subsidy Program provides rental assistance to local households. The program creates 12 affordable rentals over a three year period. The program is currently in its second three-year cycle. It was funded from a \$153,500 Community Preservation Fund appropriation at the 2015 Annual Town meeting. The program is administered by the Harwich Ecumenical Council (HECH). Participants are required to income qualify at or below 60 percent of the median income. Landlords are required to provide year-round leases. The rental rate including the rental assistance must be affordable to the households. The payments go directly to the landlords each month. Tenants must remain in good standing. They must participate in a case management program which is administered by the Homeless Prevention Council (HPC). The HPC provides education and assistance on household budgeting. The objective is to become financially self-sustaining at the completion of the three-year period. Participation is open to those who live, work or have a child in the Eastham school system.

Housing Production Plan:

The Eastham Affordable Housing Trust participated in the review of the town's updated Housing Production Plan. It was adopted by the selectmen and approved by the state in March 2016. The EAHT uses the strategies and recommendations from the plan as a guide, and has begun several initiatives aimed at increasing affordable housing options in the community. The EAHT has conducted research and analysis with the goal of implementing these initiatives in the coming year. These initiatives include the following:

- Implementation of new housing programs designed to serve a broader base of the community and address the housing needs identified in the town's Housing Production Plan. (Ex. Home Repair Loans, Lease to Own Program, Closing Cost Assistance).
- Re-allocation of previously approved Community Preservation Act funding to allow the Trust to broaden its range of housing programs.
- Implementation of a comprehensive public outreach and education plan.

Going forward, the EAHT will work to implement these programs with the goal of increasing options for affordable housing in our community.

The Eastham Affordable Housing Trust experienced some changes over the last year. Jim McMakin and Peter Wade stepped down from the Trust to focus on other interests and John Knight was replaced by Elizabeth Gawron as the Board of Selectmen representative. The EAHT would like to thank Jim, Peter and John for all of their hard work and dedication. Their knowledge and insight was greatly appreciated, and they are wished all the best in their future endeavors. The EAHT

would like to welcome new members Carolyn McPherson, Elizabeth Gawron and Carol Martin.

The Eastham Affordable Housing Trust would like to thank Eastham's residents who support the creation and retention of affordable housing, including the board of selectmen, the town administrator, town employees and particularly the Eastham Community Preservation Committee.

Respectfully submitted,

Carolyn McPherson, Chair
Eileen Morgan
William Burt
Elizabeth Gawron
Carol Martin

ANIMAL ADVISORY COMMITTEE

The Animal Advisory Committee (AAC) was established to serve as a resource for the Board of Selectmen and the Town of Eastham on matters relating to animals, particularly situations involving potentially dangerous dogs. The AAC is comprised of individuals with experience in dog training, animal behavior and animal welfare. The committee works closely with the Eastham Police Department, particularly with the Animal Control Office (ACO). The AAC is convened at the request of the Board of Selectmen, the Town Administrator or the Eastham Police Department.

A resident contacted the ACO requesting aid in dealing with an unexpected reaction to another dog while walking her four year-old dog. The ACO asked the AAC to speak with the owner and offer advice. Suggestions were given and contacts recommended for ongoing support for the dog owner.

In accordance with its charge the AAC met quarterly in 2016.

Respectfully submitted,

Kerry Ann Reid, Chair

BUILDING DEPARTMENT

In calendar year 2016 we issued 634 building permits, of which 18 were for new construction, 3 were demolition permits, 501 were additions/alterations, 95 were solar installations, and 17 were sheet metal permits. Ninety one Certificates of Occupancy were issued. Building department receipts totaled \$186,877.73.

Respectfully submitted,

Thomas Wingard
Inspector of Buildings

PLUMBING AND GAS INSPECTOR

For the calendar year 2016, 239 plumbing permits and 276 gas permits were issued. Three hundred eighty seven plumbing inspections and 563 gas inspections were conducted. Total receipts were \$49,760.00.

Beginning in late November with the inception of the municipal water system, additional activity was required. Two hundred twelve plumbing permits and 92 plumbing inspections were administered for the first public water connections. These included our new library and the elementary school.

Respectfully submitted,

Scott Van Ryswood
Plumbing and Gas Inspector

REPORT OF THE WIRING INSPECTOR

During the Calendar Year 2016, the following inspections were made:

Temporary	8
Service	79
Rough	162
Final	360
Other	178
Fire	7
Advisory	53
Code	39
Total Inspections	886

Total Receipts turned in by the Wiring Inspector was \$57,143.00

Respectfully submitted,

Wallace Adams
Wiring Inspector

CAPE COD COMMISSION

About the Cape Cod Commission

The Commission works toward maintaining a healthy balance between economic progress and environmental vitality. “Keeping a special place special” describes the agency’s mission to protect the region’s unique qualities.

The 19-member appointed Cape Cod Commission board represents a wide spectrum of the region and provides oversight for a staff of 40 professionals.

This report represents broad areas of the commission’s work and responsibilities, highlighting several specific projects and initiatives.

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Email: frontdesk@capecodcommission.org

Web: www.capecodcommission.org, www.statscapecod.org.

CHAIR: Harold “Woody” Mitchell (Sandwich)

VICE CHAIR: Jack McCormack Jr. (Yarmouth)

SECRETARY: Roger Putnam, Wellfleet

EASTHAM MEMBER: Joy Brookshire

EXECUTIVE DIRECTOR: Paul Niedzwiecki

Section 208 Areawide Water Quality Management Plan Update

The Cape Cod Water Quality Management Plan Update, commonly referred to as the 208 Plan, was approved by the U.S. Environmental Protection Agency in September 2015. Focus then turned to plan implementation and meeting its first year requirements.

In March, the Massachusetts Department of Environmental Protection awarded \$950,000 to Barnstable County in support of clean water. The commission received \$700,000 for continued implementation of the 208 Plan, including local technical assistance to prepare watershed plans for all Cape Cod towns. The commission also awarded \$142,000 in direct assistance to towns for shovel-ready projects that could be completed by June 30, 2016. The towns of Barnstable, Dennis, Falmouth, Harwich, Mashpee, Orleans, Truro and Yarmouth benefited from these grants. The remaining \$250,000 was to be used in support of the county’s coastal water quality monitoring program.

The Cape Cod Commission hosted the third cape-wide wastewater conference in late June. The two-day OneCape conference focused on progress toward implementation, real-world examples of water quality projects across New England and a gathering of the Cape Cod’s local elected leaders for an open discussion of what towns should expect in the coming 12 months.

In June 2016, town watershed plans were submitted to the commission. Some towns prepared plans with their consultants, others deferred to watershed plans prepared by commission staff and consultants.

More information on the 208 Plan update is located at: capecodcommission.org/208

Regional Policy Plan (RPP) Update

A series of stakeholders meetings continued through the fall of FY 2016. From September to November, the commission held monthly stakeholder meetings in each of three subregions across the cape. These were opportunities to discuss the approach in this update of the RPP, which emphasizes simplification of the regulatory process, easing local comprehensive planning and creating a framework for regional capital planning. Housing is also an issue that emerged throughout the year.

The RPP serves as the commission's guiding document for planning and regulation. It is approved as an ordinance of Barnstable County by the elected Assembly of Delegates and Board of Regional Commissioners.

A series of on-line planning tools were developed to support the RPP Update process and local decision making, including Chronology Viewer, Community Characteristics Viewer and Envision Tomorrow. These and other tools are available at: capecodcommission.org/rppupdate.

Strategic Information Office

Six towns are participating in a three-year pilot program for performance management and benchmarking software. Through the Strategic Information Office, the commission contracted with OpenGov for a pilot performance management project with six Cape towns. Using Local District Technical Assistance funds provided through the Massachusetts Office of Housing and Community Development, a regional analytical tool will be implemented to collect, report, benchmark and analyze municipal and regional financial data. The DLTA funds go toward subsidizing the licensing and implementation costs for this three-year program. Participating towns are Brewster, Chatham, Falmouth, Mashpee, Sandwich and Yarmouth.

The commission's Strategic Information Office (SIO) continued its technical support and development of all electronic permits, licenses and inspections solution for cape towns, known as ePermitting. The system is live in the towns of Yarmouth, Chatham, Provincetown, and Harwich.

The Cape Cod Commission also continues to support the Regional Wide Area Network (RWAN), utilizing the OpenCape broadband accessible throughout the cape. The commission has connected 13 of the 15 cape towns together with 1 Gbps shared Internet access and access to regional hosted services developed by the SIO and the commission's Governance Committee.

Coastal Resiliency Grant

The National Oceanographic and Atmospheric Administration (NOAA) awarded a three-year, \$780,000 grant to the Cape Cod Commission and partners to develop a tool and public outreach program to investigate the environmental and socio-economic effects of local and regional coastal resiliency strategies.

The grant is funded through the NOAA's Regional Coastal Resilience Grant program, which supports regional-scale projects that enhance the resilience of coastal communities and economies to the effects of extreme weather, climate hazards, and changing ocean conditions.

The Commission's proposal is one of six selected from 132 applications nationwide. According to NOAA, projects recommended for funding improve coastal risk assessment and communication, promote collaborative approaches to resilience planning, and better inform science based decision-making and implementation.

Planning/Community Design

With expertise in land use planning, zoning, natural resources, historic preservation, affordable housing, and other areas, the planning staff works to improve the function and character of communities while managing growth and protecting the Cape's sensitive environment. The Planning department plays a major role in the five-year updates to the Regional Policy Plan (RPP), Local Comprehensive Plan assistance, establishing Districts of Critical Planning Concern and Growth Incentive Zones, regional and corridor-wide transportation/planning studies, and resource protection efforts including the Cape Cod Ocean Management Plan, 208 Plan update, and hazard mitigation planning. Planning staff works collaboratively with Community Design and Economic Development staff on Regional Economic Strategy Executive Team (RESET).

CEDS/Economic Development

The Commission maintains 20 balanced economy benchmarks, eight up-to-date town-level data tables and 11 maps by county for each town, which are available on STATSCapeCod.org. Adding to this economic analysis is BART (Barnstable Area Regional Trends), a quarterly on-line publication that identifies and examines important economic trends in the region, available at: www.capecodcommission.org/bart.

RESET Projects

Among the services the Cape Cod Commission provides to towns is technical assistance through RESET (Regional Economic Strategy Executive Team) projects.

Staff members from multiple departments collaborate with town leaders on planning projects to promote economic development on Cape Cod. It is part of the implementation strategy for the Cape Cod Comprehensive Economic Development Strategy, or CEDS, which is administered by the commission.

RESET Projects in 2016 included work on Route 6A in Orleans, Route 132 Retail Centers, David Straits in Falmouth, "Olympic Village" in Falmouth and an economic evaluation in the Town of Mashpee. www.capecodcommission.org/ceds

Regulatory Program

Through its Regulatory Program, the Cape Cod Commission reviews projects that present regional issues identified in the Act, including water quality, traffic flow, community character, affordable housing, open space, natural resources, and economic development as Developments of Regional Impact (DRIs).

The full commission rendered 23 DRI-related decisions in 2016. In Eastham, the regulatory department offered comment on two Chapter 40B affordable housing projects for the Campbell Purcell property and Governor Prentice Residences.

Affordable Housing/HOME Consortium

In 2016, the commission continued its effort to recast its affordable housing program. With the transition of the Barnstable County HOME Consortium from the commission to Barnstable County Human Services Department complete, the commission sought to bring a broader planning and community development dimension to its housing efforts. Where the HOME program was administrative, providing home ownership assistance, a broader and more integrated planning approach to the Cape's housing was needed. In June 2016 the commission hired

Heather Harper, Falmouth's long-time assistant town manager, to help define and develop this new approach.

Water Resources

Water staff provide technical assistance to towns, citizens and the County on water resources projects including: water supply, wastewater and stormwater management, fresh water ponds and marine waters.

Project assistance included numerous technical assessments, cape-wide well monitoring, planning, education and regulatory review on all aspects of Cape Cod's water resources. Water staff participate on a variety of local, regional and state committees and strive to develop strategies to implement cost-effective solutions to capitalize on common regional needs across the cape.

The commission's watershed manager also serves as the Licensed Site Professional for Barnstable County and provided support to the Barnstable County Commissioners related to contamination related to past operations at the Barnstable Fire Training Academy.

The Commission has coordinated the PALS (Ponds and Lake Stewards) pond sampling program since its inception in 2001.

Highlighted Transportation Projects:

Water Supply Annual Statistical Report, 2010-2014: Commission staff data collected and analyzed pumping data from the 17 public water suppliers in Barnstable County.

Coastal Water Quality Monitoring Protocols: With the support of water resources staff, a protocol for sampling and monitoring activities related to Section 208 Plan implementation is being developed. This work includes development of standardized reporting for the planned publicly available data warehouse for such information.

Ponds Project Viewer: Working with an AmeriCorps volunteer assigned to the Water Resources Department and commission communications staff, a Freshwater Ponds Project website was developed to provide an overview of remediation projects across Cape Cod.

(<http://capecodcommission.org/pondsprojects>). A Stormwater Needs Survey is being developed and will be distributed to towns. Also in progress is an updated review of existing town stormwater bylaws.

Transportation

The Cape Cod Commission's transportation staff provides technical expertise in transportation and traffic-related matters for the commission, its staff, and the 15 Cape Cod towns. The Cape Cod Commission Act charges the Commission with furthering and coordinating the provision of "adequate capital facilities," including transportation services, through the goals and standards specified in the Cape Cod Regional Policy Plan.

The commission provides administrative and staff support for the Cape Cod Metropolitan Planning Organization (MPO), and the Cape Cod Joint Transportation Committee (CCJTC).

In 2016, more than \$21.4 million in federal and state infrastructure capital was secured for the region.

The TIP is a list of transportation system projects to be implemented with federal and state funds available for Cape Cod. Projects may include roadway, bicycle, pedestrian, and transit improvements. The TIP includes four years of projects developed in accordance with federal laws. www.capecodcommission/transportation

Highlighted Transportation Projects:

TRAFFIC COUNTING PROGRAM: The Commission's transportation staff conducted annual summer traffic counts in all 15 Cape towns, including automatic traffic recorders (ATRs) and turning movement counts (TMCs).

In 2016, traffic counts were conducted at the following Eastham intersections: Route 6 at Eastham/Wellfleet town line; Route 6 south of Governor Prence Road (north end); Route 6 north of Kingsbury Beach Road; Route 6 south of Nauset Road (north end); Route 6 north of Orleans/Eastham Rotary; Brackett Road east of Route 6; Cole Road east of Cranberry Lane; Kingsbury Beach Road west of Route 6; Nauset Road (south end) east of Route 6; Samoset Road west of Route 6; and West Road at Eastham/Wellfleet town line. Traffic data is available online: www.capecodcommission.org/counts

EASTHAM ROUTE 6 DRAINAGE PROJECT: Commission staff is assisting with the design of a stormwater system for Route 6 in the area of Salt Pond in Eastham adding of bio-retention features to stop direct discharge into Salt Pond. This is a joint project with the commission, Eastham and National Park Service.

ROUTE 6 PLANNING STUDY: The commission completed a transportation planning study for the Route 6 corridor between Brackett Road in Eastham and Village Lane in South Wellfleet to develop alternatives for providing safe and convenient access within the study area for all users of the roadway system, including pedestrians, bicyclists, and motorists.

CAPE COD CANAL TRANSPORTATION STUDY: The commission assisted the Massachusetts Department of Transportation (MassDOT) on the Canal Area Study by providing traffic counts to calibrate the transportation model.

District Local Technical Assistance (DLTA) Grants:

For the past several years, the Commonwealth of Massachusetts has allocated funds to each of the state's 13 regional planning agencies, including the Cape Cod Commission among them, to help municipalities with sustainable development and to encourage municipalities to form partnerships to achieve planning and development goals consistent with state and regional priorities.

OUTER CAPE: Working with Wellfleet, Eastham, Provincetown and Truro, the commission will identify regional approaches to creating a more varied and affordable mix of housing opportunities on the outer cape. The project will address inter-municipal coordination of town staff and independent agencies promoting the expansion of housing opportunities and result in recommendations for ways to streamline and share services to meet mutual housing goals and may result in one or more model bylaws or regulations.

CAPE COD REGIONAL TECHNICAL HIGH SCHOOL DISTRICT

Cape Cod Regional Technical High School will provide an opportunity to acquire high quality technical, academic, and social skills to prepare our students for success in our changing world.

Cape Cod Regional Technical High School (CCRTHS) was established in 1973 as a public technical high school. The CCRTHS district draws students from 12 towns extending from Mashpee to Provincetown. For our school year 2015-2016, we had **618** students enrolled in **17** different technical programs with an operating budget of **\$14,532,300**.

The town of Eastham had **17** students enrolled at CCRTHS as of October 1, 2015. The assessment for Eastham in FY16 was **\$216,660** (based on previous October 1 enrollment.)

HIGHLIGHTS FROM CAPE COD TECH 2015-16 SCHOOL YEAR

Cape Cod Regional Technical High School District's application for assistance from the Massachusetts School Building Authority for a new or renovated school building was accepted. Significant progress made during this school year: a school building committee was established, the owners project manager hired, an architect firm hired, and a project schedule established. For more information go to: <http://www.capetech.us/domain/50>

- Graduated 145 seniors in June 2016, five (5) from Eastham.
- CCRTHS students meet the same academic standards required by the state as our sending schools.
- Improved public and community relations by servicing community members in our shops at the school, allowing communities to realize significant savings in labor charges.
- Forty students received John and Abigail Adams Scholarships, one from Eastham.
- Seventy-two students were inducted to the National Technical Honor Society, two from Eastham.
- At the SkillsUSA state level competition, 53 students attended of which 12 students won medals, and 1 was from Eastham. From the state competition, eight students qualified for the National Skills and Leadership competition.
- At the SkillsUSA district level competition, 45 students attended of which 9 students medaled. Medals won: Information Technology, Marine Service Technology, Culinary Arts and Teamworks in Carpentry, Electrical, Mason and Plumbing.
- At the Massachusetts 2016 Future Farmers of America (FFA) State Convention, fourteen student awards were received by nine students. Awards received: Chapter Exhibit (1st Place), Reporter's Book (1st Place), Floriculture (2nd Place), Power Systems Agriscience Fair (2nd Place),

Environmental/Natural Resource Systems Agriscience Fair (3rd Place), Turf Management (3rd Place), State Convention Courtesy Corp Recognition, and FFA Chapter 100 percent Membership Award.

- Auto Collision had 100 percent graduation rate of 12th grade students with emphasis to connect students to industry. Co-operative education placements were increased, aiding industry output.
- Auto Technology improved their web-based text book curriculum and used Google Classroom on a daily basis. All 10th, 11th, and 12th graders became certified in SP2 Safety and more than half became ASE certified.
- The Carpentry Department was busy building projects, both within the school and in the community, from quilt frames for Bayberry Quilters to picnic tables for a district town office. Math skills were improved by demonstrating their use in the trade; reading and writing projects were emphasized in the curriculum.
- In Cosmetology, all eight seniors graduated and are working in full time cosmetology positions with state licenses. All juniors passed their state nail technician exam and OSHA certification.
- Culinary accomplished improved enrollment and student retention within the shop. The program received accreditation from the American Culinary Federation. The Cove Restaurant continues to be open to the public four days per week.
- Dental Assisting implemented initiatives aimed at preparing students for college and career opportunities, as well as upgrading technology and equipment to reflect industry standards. Eight seniors achieved MA Certification in Radiology; all seniors participated in five-week internships; four juniors took and passed the Dental Assisting National Boards.
- Early Childhood Education increased freshman enrollment by 40 percent and successfully launched a new screening instrument in their preschool. Ten students were placed on teaching internships.
- The Electrical Department developed a new exploratory process, resulting in full freshman capacity and increased their Co-operative Education placements to 14, their highest rate. A team of 10 students won a silver medal from SkillsUSA District competition in Marlboro, MA.
- The Engineering Technology Shop graduated its first senior class of eight students, seven of which were accepted into college with six pursuing engineering degrees. This shop was awarded a \$165,000 grant for manufacturing equipment and training to support that component of the curriculum. Students created a mechanical-electrical display project for the Cape Cod Museum of Natural History which was filmed by the Cambridge Science Festival.
- Graphic Arts met their goal of providing all assignments, projects and final exams on their department curriculum website, including step-by-step instructions with visual examples and detailed rubrics for each assignment. Many students earned a certificate in advertising design.
- Health Tech increased their enrollment to 66 students, the largest enrollment

of all shops; they placed five students at internships at Cape Cod Hospital and introduced Principals of Biomedical Science last year as a two-year curriculum. It was completed this year by juniors.

- Horticulture had positive outcomes with students participating in internships, job shadowing and Co-operative Education placements. Four students won state championships at FFA and qualified for nationals and 100 percent of students participated in FFA activities. Roots and Roses floral shop continued to provide hands-on experiences for students while servicing the public.
- HVAC implemented Google Classroom consistently throughout the school year. They collaborated with two other technical high schools to enhance curriculum. Six of their nine seniors achieved EPA Universal Certification and four participated in Co-operative Education.
- Marine Service Technology has made progress aligning 90 percent curriculum and instruction unit plans to VTE frameworks. American Boat and Yacht Council (ABYC) standards will be integrated over the next few years. Eleven (11) new freshman entered the shop this year
- The Information Technology shop implemented curriculum based on new textbooks and simulation software for grades 10, 11 and 12 and restored upper-classmen mentoring. Five students completed security certification and nine juniors completed Network Pro Certification.
- The Plumbing Department has been blending learning opportunities with the HVAC program. Four females are now with the shop and Co-operative Education placements are on the rise.
- Welding welcomed eight freshmen this year, four girls and four boys. The program enhanced writing skills by creating written response questions such as safety with hydraulic equipment.
- One hundred and two qualified students participated in placements for Cooperative Education, internships and student practicums for real-life work experience. Students must maintain grades of C or better in academic classes and B or better in shop and theory classes to be eligible for placement. The Co-Op Office joined with the business classes to provide the second annual Student Job Fair for the entire student body, which was a great success.
- In Computer/21st Century Learning enhanced curriculum when Web 2.0 Google Classroom was added to all courses enabling student access 24-hours a day with live updated feedback
- The English Department aligned their curriculum with Common Core and continued to integrate complex text and analysis and synthesis writing into all units.
- The Health classes required active reading and writing within their science curriculum. They developed 9th grade honors biology and rigorous 90-day classes for 11th and 12th grades.
- The Math Department worked collaboratively to modify unit plans for implementation of the Standards of Mathematical Practice (SMPs). A math lab provided extra support to fifty-nine students as a result of an identified goal

to improve utilization of Title I math support.

- The Physical Education Department implemented scope and sequence standards using assessment data with indicators to measure strength and stamina over time. Two-week cycles of walking, jogging, fitness training and sports were offered on a rotating basis.
- The Science Department emphasized classroom organization and management along with student paperwork to affect an increase in student production and achievement.
- In Social Studies, Honors Civics and AP World History had fully functioning online components. More than 30 percent of students passed the AP exam in World History.
- The Spanish Department implemented new curriculum in Spanish Levels I and II. Students participated in multicultural events and Latin American music and dance activities.
- Special Education implemented data collection that recorded student achievement and participation in academics. They consistently checked grades online and worked with regular education colleagues to improve specific student achievement.
- The Athletic Department developed both a coaches handbook and student-athletic handbook; established seasonal award banquets to recognize student athletes; and set objectives by seasons.

Please visit our website: www.capetech.us for more information.

Respectfully submitted,

Glenn Olson

Michael Sarcione

Eastham Representatives to CCRTHS School Committee



CAPE LIGHT COMPACT

Cape Light Compact (CLC) is an award-winning energy services organization operated by the 21 towns and two counties on Cape Cod and Martha's Vineyard. The CLC's mission is to serve its 200,000 customers through the delivery of proven energy efficiency programs, effective consumer advocacy, competitive electricity supply and green power options. For more information, visit www.capelightcompact.org.

POWER SUPPLY – Stability, Security and Green Power Options

Calendar year 2016 was slightly less volatile than prior years in terms of delivered natural gas prices, which resulted in lower and more stable electricity pricing overall.

The combination of milder-than-expected real-time wholesale electricity prices in the winter of 2014-2015, a relatively warm 2015 fall season, and the continuation of a New England-wide winter reliability program led to lower forward power pricing for the winter of 2015-2016 than the record highs seen in the winter of 2014-2015. Customers benefitted from this in the form of lower retail electricity prices, and based on these market factors, the CLC made a decision in December 2015 to lock in a rate for twelve months rather than go with the normal six-month pricing. The twelve-month rate was lower than Eversource's January-June Basic Service rate, which helped to mitigate impacts to customers' winter electric bills. This meant that CLC customers saved a cumulative total of approximately \$3.2 million over basic service from January through June.

Despite lower and more stable prices this year, New England continues to face electricity pricing challenges associated with the limited pipeline capacity that delivers natural gas to electric generators, which supply more than 50 percent of New England's electricity. The pipeline constraint is only an issue for a limited number of hours in the winter, when gas is also used for heating homes, creating a supply shortage and increased pricing for generators, thereby increasing the price for every megawatt hour they produce. Until such time as this issue is addressed, either through additional infrastructure, demand reduction or other targeted programs, the possibility of future high winter pricing remains, and as such, consumers should still expect seasonal pricing fluctuations for the foreseeable future.

The CLC continues to provide power supply to commercial customers through its contract with NextEra Energy Services and to residential customers through ConEdison Solutions. As of November 2016, the CLC had approximately 4,896 electric accounts in the Town of Eastham on its power supply.

CONSUMER ADVOCACY – Committed to Consumer Interests

Since 1997, Cape Light Compact has advocated for the ratepayers of Cape Cod and Martha's Vineyard at the local and state level. In 2015, CLC continued its focus on grid modernization, reviewing the plans submitted by the utilities in August 2015 and beginning to engage stakeholders about the plan and its implications for the energy future of Cape Cod and Martha's Vineyard. The Compact was granted full party status in Eversource's grid modernization plan review docket at the Department of Public Utilities (DPU), meaning the Compact will have the opportunity to take an active role in the adjudicatory review process of the plan. There are several key areas of concern to the Compact and Cape and Vineyard ratepayers, and the CLC will continue

to engage our member communities to make sure they have a voice in these important decisions that will have a major impact on how energy is used and consumed on the Cape and Vineyard.

The CLC was also a participant in the DPU dockets for the proposals that were put forth this year by the state's two main electric distribution companies (EDCs), Eversource and National Grid, to contract for new natural gas pipelines and pass costs on to electric consumers. The EDC's proposed to have the costs of expanding natural gas pipelines paid by electric rate payers through increased distribution charges. The CLC noted that this concept is contrary to the 1997 Massachusetts Restructuring Act. The CLC objected to having electric rate payers fund natural gas pipelines, and supported the position that natural gas pipelines be funded by natural gas customers and natural gas company shareholders. In early FY 17, the Massachusetts Supreme Judicial Court ruled the utilities' proposed funding concept illegal, stating the proposal "would re-expose ratepayers to the very types of risks that the Legislature sought to protect them from when it enacted the restructuring act." This ruling put an end to the concept of electric ratepayers funding natural gas pipelines. As such, while the pipeline constraint issue remains, electric ratepayers are protected from exposure to the financial risks associated with these expensive pipelines.

In November 2016, the CLC learned that Eversource plans to file a rate case for its distribution service territory on Cape Cod and Martha's Vineyard for the first time in nearly twenty years. The CLC plans to petition the DPU for intervention in the case to help ensure that the interests of the ratepayers on Cape Cod and Martha's Vineyard are protected.

The CLC also continues to participate in dockets related to the retail electric market, pushing for policies that promote a competitive power supply market while ensuring common-sense protections for consumers.

ENERGY EFFICIENCY – Saving Energy and Money

Jan – Nov 2016	# of Participants	Customer Savings	kWh Saved	Rebates/Incentives Paid to Customers
Low Income	25	\$6,622.80	33,114	\$68,182.21
Residential	906	\$135,833.20	679,166	\$514,222.07
Commercial	19	\$36,316.60	181,583	\$95,163.17
Total	464	\$178,772.60	893,863	\$677,567.45

**Please note that this data does not include activity that occurred in December 2016. Please visit www.capelightcompact.org/reports for complete information.*

Funding for the energy efficiency programs (i.e. energy audits for homes and businesses, rebates on the purchase of energy efficient appliances and energy education in our schools) comes from a monthly customer "energy conservation" charge (\$0.0025 cents multiplied by the number of kilowatt hours used during the month) and a portion of the "distribution charge" (\$0.01802 for residential customers and \$0.01343 for commercial and industrial customers) that appears on each customer's electric bill.

To sign up for an energy assessment on your home or business (regardless of whether you rent or own), please call us at 1-800-797-6699 or visit www.capelightcompact.org for more information.

Other Cape Light Compact efforts include:

- Three ENERGY STAR® qualified homes were built in the Town of Eastham.
- Cape Light Compact continues to offer support for energy education to the Nauset School District through classroom visits, teacher workshops, curriculum and free materials all aligned with the state NGSS and STEM initiatives through the CLC's Energy Education Outreach program. Eastham Elementary School participated in the Compact's Be Energy Efficient Smart (BEES) program where they learned about energy efficiency science and helped to make their own homes more energy efficient.
- The CLC provided services to help ensure that the new Eastham Public Library would be as efficient as possible. The building qualified for \$78,243 in incentives for efficiency beyond what was required by code.

Respectfully submitted,

Fred Fenlon
Eastham Representative

BOARD OF CEMETERY COMMISSIONERS

The Board of Cemetery Commissioners is charged with the care and maintenance of the two town-owned cemeteries, both of which are closed to new interments. The Cove Burying Ground is located on the eastern side of U.S. Route 6, opposite Hay Road. The Bridge Road cemetery is found on the westerly side of that road between Samoset Road and Smith Farm Road.

The Cove Burying Ground is the oldest organized cemetery containing monuments erected to the earliest settlers in the town. Among these are the grave sites of three of the original passengers on the ship, "Mayflower." The cemetery is offset from the main highway behind a curved portion of the original county road. Large numbers of visitors, including those from tour buses, stop throughout the year to observe the several historic stone markers. Significant among these were members of the national Mayflower Society who are direct descendants of those who arrived in 1620. In the late fall of each year, Cove is also visited by descendants of a lady whose grave lies near the front of the cemetery. Without any public demonstration or announcement, a small pumpkin and floral display appear in front of the stone. It is not uncommon to find short notes or small monetary gifts placed alongside certain headstones. These are used to defer the costs of cleaning and painting supplies.

Records indicate that a new Meeting House was established on or near the Bridge Road site early in the eighteenth century. A field observation suggests that a structure was built on a spot which is now clear but surrounded by grave sites on three sides. At that time, it was customary to bury members by or near the meeting house. Passers-by often observe visitors examining stones and grave sites at all times of the year. Many of these persons have traveled from distant parts of the country to reconnect with the history of their families. More than a thousand people visit both the Cove and Bridge Road sites each year. Appreciation is often expressed by these people to the citizens of Eastham for preserving and maintaining the two cemeteries.

The Cemetery Commission meets monthly on the second Wednesday. The commission members are indebted to the Department of Public Works for its continuing efforts in mowing, trimming and clearing of brush in both cemeteries. In particular, we thank Mr. Andres for arranging the repair of damages incurred by a traffic accident and Mr. Mickle for his supervision and scheduling of mowing.

Respectfully submitted,

Roger T. Thurston, Chairman

COMMUNITY PRESERVATION COMMITTEE

The Community Preservation Committee (CPC) was established by vote of the December 2004 Special Town Meeting to adopt the provisions of the Massachusetts Community Preservation Act (CPA), MGL Chapter 44B. The CPA is funded by a three percent property tax surcharge and a state reimbursement from Registry of Deeds revenue. Funds are used to support open space, historic preservation, affordable housing, and outdoor recreational projects in the Town of Eastham.

Funds not expended in a given year are available for future projects. For the fiscal year ending June 30, 2016, CPA local tax revenues were \$596,033 and the state reimbursement was \$164,620. As of November 30, 2016, the encumbered balance for the projects approved by Town Meeting was \$1,190,369 and there was \$679,402 available for future projects.

Projects that were funded in 2016 included:

- Preservation and restoration work at the historic “Chapel in the Pines” (\$207,000)
- Construction of new recreational facilities and rehabilitation of existing recreational facilities located at the “Field of Dreams” behind Town Hall (\$500,000)
- Construction of a shade umbrella in the children’s playground at Wiley Park (\$8,500)
- Consulting services for the Eastham Affordable Housing Trust (\$12,000)
- Debt service for open space land purchases: 700 Dyer Prince Road (\$350,000) and the Upper Boat Meadow Conservation Area (\$78,500)

The CPC is currently evaluating applications for FY 2018 projects and will make recommendations to Town Meeting in May 2017.

Respectfully submitted,

Peter Wade, Chair

CONSERVATION COMMISSION

The Conservation Commission is primarily tasked with the administration of the Massachusetts General Law Chapter 131, Section 40 (Wetlands Protection Act) and the Town of Eastham Wetlands Protection By-Law, Article 34, 1980 to protect the natural resources within the Town of Eastham. The commission is also responsible for the care and management of town-owned lands used for conservation and recreation.

The Conservation Commission hears various types of applications that are for any activity within 100 feet of a wetland resource area that may have an impact on the resource. These applications range from new home construction, home remodeling or maintenance projects, landscaping or site restoration projects, including vegetation pruning, removal or installation, and coastal erosion remediation measures, including sand restoration and retention efforts and dock maintenance and construction projects.

This year the commission heard and resolved 40 Notice of Intent applications including three denials, 17 Requests for Determination of Applicability, and 23 Certificates of Compliance.

EASTHAM COUNCIL ON AGING (AKA) EASTHAM SENIOR CENTER

Established in 1974, our mission is to promote the well-being and independence of adults 59 and older. The Eastham Senior Center provides multi-purpose programs (health, educational, social, and recreational), as well as supportive daycare, transportation, and outreach for this purpose. Our continuing goal as a community resource is to maintain and enhance a quality independent lifestyle for our senior population by meeting their current and future needs.

The Senior Center offers many programs and classes that make it a very busy place. Sessions are offered in needlepoint, knitting and crocheting, rug hooking, adult coloring, aerobics, chair exercise, yoga, chair yoga, cooking, bridge, and Mah Jongg. The “Wicked Wednesday Lunch” is offered the fourth Wednesday of each month followed by bingo. The first and third Friday morning programs offer a variety of topics: music, drama, films, speakers, and intergenerational activities. The Computer Center is open to anyone who would like to use the computers or connect to the Internet. The Family Support Community Choir, under the direction of Brianna LePage, is very popular. Monthly pedicare appointments are available. Legal appointments are scheduled with Elder Law Attorney, Thomas Kosman, once a month. Income tax preparation is handled by trained AARP volunteers.

Sandra Szedlak, Director, and Dorothy Burritt, Secretary, coordinate all the activities at the Center. Our staff members are also available to provide medical insurance counseling, as well as assistance with filing tax abatements, fuel assistance, and other applications for entitlement programs. They are also advocates for you - please seek their advice when you have something that you do not understand. Cindy Dunham, Outreach Liaison, works closely with those seniors who are homebound and those who are in need of home care services. Through her efforts the following have been established a Caregivers support group, a Stroke support group, a sight loss group, a group of volunteers who provide assistance to others on short notice, a yearly Health Fair and other health related programming, as well as Free Friday Flicks. Tess McAlpine, a volunteer, represents the SHINE program at the center.

Our dedicated drivers (Thomas Hawko, George Civita, Paul Langlois, Ron Edson, and Bob Nazarian) provide transportation to medical appointments. The drivers' salaries are paid through a combination of Formula Grant money from the Commonwealth of MA and the “Friends” (The Friends of the Eastham Council on Aging, Inc.). There is also a Tuesday morning shopping van to Orleans driven by Bill Salem for clients without transportation. A variety of volunteers also provide transportation to center events and medical appointments.

The Gathering Place (508) 255-6734, a supportive adult day program, operates four days (M, W-F) per week in the lower level of the Senior Center. Staff members, Brianna LePage and Carol Roberts provide instructional activities and one-on-one attention to their clients. Transportation to the program is provided by the Cape Cod Regional Transit Authority (DART) or by individual caregivers. There is a daily fee for this program.

The FECOA provides additional financial assistance to the Senior Center and its programs whenever the board of directors of the COA makes a request. The Thrift Shop at Oak and Massasoit Roads is their major source of revenue. The Senior Center is a better place because of the “Friends” generosity. The travel program of the FECOA also continues to be of interest to the community. Please stop in for a visit the next time you go down Nauset Road.

Respectfully submitted by COA Board of Directors

Elizabeth Beard, Chairman
Stephanie Whalen
Pauline McGaughey
Lucile Cashin
Jim Connor
Richard Ramon
Patricia Unish
Peggy Lynn
Debbie Albert
Tess McAlpine

EASTHAM CULTURAL COUNCIL (ECC)

Mission

The mission of the Eastham Cultural Council (ECC) is to promote excellence, education and diversity in the arts, humanities and interpretive sciences in order to improve the quality of life for all Eastham residents.

The ECC pursues this mission through a combination of grants, services and advocacy for cultural organizations, schools, communities and artists.

The ECC serves as a community catalyst for projects and collaborations that address cultural needs. Working in the Eastham municipality the council builds relationships that can be beneficial in many ways, including advocating the arts and culture in the community.

Fundraising

The Eastham Cultural Council holds annual fundraisers to provide additional funds to grant or support Council programming. The Eastham Cultural Council raises money to support community projects that are not dependent on state funds including the annual **Hands On The Arts Festival**.

Arts Education

Through various programs and partners we are able to bring the arts, humanities and interpretive sciences to thousands of children and teens throughout the town of Eastham and local communities. These programs help children and young adults to perform better academically, develop essential workforce skills, and become productive members of our community.

Eastham Municipality

The Eastham Cultural Council is a municipal entity comprised of volunteers appointed by the town's elected officials and falling under the guideline of the Massachusetts Cultural Council.

In 2016 the Eastham Cultural Council received and distributed grant monies from the state in the amount of \$4,350 to support local arts and humanities programs. In 2017 the ECC will distribute \$4,732 in grants.

In addition, the Eastham Cultural Council is working on plans for the 2017 **Hands On The Arts Festival** currently scheduled for Saturday, June 17th and Sunday, June 18th, 2017. Volunteers and new members are always needed and welcome.

Respectfully,

Anthony Cantore (Co-Chairman)
Felice Coral (Co-Chairman)

EASTHAM ELEMENTARY SCHOOL

Congratulations to Eastham Elementary for becoming a Massachusetts “Level 1” school!

Each and every day, the Eastham Elementary School Community works together to provide students with encouragement and support to help them achieve their fullest potential. We strive to build community, promote individuality, and inspire possibility!

The positive school climate and culture at Eastham Elementary is a perfect environment for students to attain academic proficiency and to realize their full social and personal potential. The teaching staff, the supportive families, and the administration work collaboratively to sustain this growth year after year. This past school year was no exception, and the following report of accomplishments is but a glimpse of all the amazing experiences that happen every day, in every classroom.

Our current enrollment remains stable and allows for smaller class sizes. Research supports that reducing class size increases student learning and narrow achievement gaps. At Eastham Elementary, students receive more individual attention and support while working in an environment of high expectations.

Pre-K	K	1st	2nd	3rd	4th	5th
13	26	28	26	24	39	28

Total: 184 Students Male Students: 90 Female Students: 94

STUDENT LEARNING

Science

Eastham Elementary's talented staff is committed to designing and implementing a student centered, engaging curriculum to meet individual student strengths, weaknesses, and interests.

Our resident expert in science education and the Next Generation Science Standards, Maggie Brown works collaboratively with the K-5 staff to develop and implement a world class science experience for all Eastham Elementary students, including our preschool students.

Mrs. Brown utilizes the natural resources of Cape Cod by arranging purposeful field trips, talks with resident field experts, and by incorporating hands-on, project-based learning to make the NGS Standards come alive.

The following is just a glimpse of some of the grade level field trips:

- Our 5th grade students participate in a yearlong study the effects of the Salt Pond and First Encounter biotic and abiotic environments.
- Our 3rd grade students participate in an extensive study with the National Seashore investigating Vernal Pools.
- The 4th grade collaborates with the National Seashore to study weathering and erosion with visits to Doane Rock and Nauset Light Beach.

- The Audubon Naturalists offer programs for all grades with a focus on 1st grade (habitats) and 4th grade (oyster reefs and oysters).

Literacy

This is our third year implementing the Wonders literacy initiative, and teachers have been impressed with the challenging expectations of the unit themes, as well as the resources for meeting individual needs.

To further support literacy growth and development:

- Grade level literacy team meetings are held three times each year to discuss student growth.
- Teamworks level reading groups meet each day to receive small group instruction in addition to classroom instruction as outlined in the Nauset Tiered System of Support (NTSS).
- Standards-based writing prompts, rubrics, and holistic scoring using grade-specific writing benchmarks have been used to inform individual instruction.
- Tina Escher, the Title I coordinator plans and schedules academic support in both reading and math for Grades 1-5. She also facilitates the literacy team meetings.
- Our literacy coordinator, Lorraine Johnson works with teachers across the district by coaching and supporting teachers with implementing our new writing portfolios and with resources to have an immediate impact on teaching.

Math

- We are in our third year of implementing our new math program/resource. Teachers and students are experiencing tremendous growth and understanding of the 8 math practices.
- Our district math coordinator, Tracey Deegan, has provided yearlong professional development for district educational assistants to help equip them to be more effective in the classroom.
- Mrs. Deegan also received Nauset School District's Elementary "Teacher of the Year" award.

Technology

- Last year the town of Eastham invested \$25,000 to update the Eastham Elementary computer lab with updated Smart Board Technology and 30 new laptops!! This year EES responded to the Nauset District's Technology plan by leasing 75 new iPad's and equipping every Smart Board with Apple TVs.
- Our technology integration specialist, Breigh-Ann Menza, works collaboratively with teachers and students to assure effective use of these new teaching and learning tools.

The Arts

- Art teacher Molly Driscoll, Music teacher Eileen Poitras, and instrumental teacher Chuck Hollander-Essig bring the arts to life at Eastham Elementary.

- **Kindergarten** explores Eric Carle, Wassily Kandinsky, Tools of the Mind Themes.
- **First Grade** investigates Eric Carle, Vincent Van Gogh, Claude Monet / Impressionism, Gustav Klimt.
- **Second Grade** explores Piet Mondrian, Vincent van Gogh, Henri Matisse, and analogous colors.
- **Third Grade** studies Frida Kahlo, Wayne Thiebaud / “Pop- Art”, Joan Miro / Surrealism, Georgia O’Keeffe.
- **Fourth Grade** investigates drawing techniques, value scale, Vincent Van Gogh, Jim Dine, Pablo Picasso / Cubism, self portraits.
- **Fifth Grade** studies color theory, Vincent Van Gogh, Alexander Calder / kinetic sculpture, Andy Warhol, Edward Hopper.
- In the music room children perform, create, and respond to each one of the elements of music: pitch, rhythm, form, harmony, texture, history/style, and tone color (timbre) *MusicWorks! Every day*: program in partnership with the Cape Cod Symphony.

Building School Community

- Responsive Classroom – social emotional curriculum that is the foundation for teaching and practicing compassion, respect, and responsibility.
- Kids Fitness Challenge and field day.
- Arts Night: Exhibition of student art and musical performances.
- Events to encourage parents to come to school: family breakfasts; classroom plays and presentation, Memorial Day and Field Day family picnics.
- Transition activities for incoming kindergarten students (registration parent orientation, screening, bus ride, and meet the teacher).
- Transition activities for fifth grade students moving to the Nauset Regional Middle School.
- Morning classical music, student lead Pledge of Allegiance and announcements.
- KABOOM after school activities and enrichment.
- Cross-grade peer modeling activities e.g. All School Morning Meeting.
- Whole school celebrations and events e.g.: One-School-One Book, Community Readers, Read Across America, Vocabulary Parade, monthly all-school morning meetings.
- Students are recognized by their teachers each month at the all-school meetings with special Beacon Awards.

Parent / Community Involvement

Educating the children of Eastham takes the collaborative efforts of an entire community!

- Eastham Elementary School Parents Group, fundraising, enrichment, family events.
- Touch-A-Truck raised more than \$8,000 last year for the parent's group and ECEC!
- Community Friends spent time in our classrooms during National Education Week.
- Community Read-Aloud program.
- Cultural Programs sponsored by EESPG.
- Student Parent Handbook, monthly EES Newsletter, lunch menu and activity calendar, classroom newsletters, teacher web-pages and teacher email blasts.
- Eastham Elementary School web page.
- Use of the Blackboard Connect program to facilitate school/parent communication.
- Fourth and Fifth Grade students visit Council on Aging.
- Traditional community Memorial Day assembly and march.
- Community service initiatives.
- Open House format including a curriculum overview presentation in each classroom.
- Grade specific curriculum nights for students and parent(s).

Respectfully submitted,

William H. Crosby
Principal

EASTHAM ELEMENTARY SCHOOL COMMITTEE

The collective commitment of the Eastham Elementary School as a professional learning community is to ensure that every child attains academic proficiency and full social and personal potential. This is the goal that the Eastham Elementary School Committee strives to enhance through sound fiscal budgeting and the integration of our community resources, both people and places.

The start of the 2016 school year began with an 80th anniversary celebration to recognize all the wonderful teaching and learning that has happened at Eastham Elementary since the school opened in 1936. In collaboration with the Eastham Historical Society, community members, students, and staff recreated the opening march from the original schoolhouse to the 1936 building. We honored the past, embraced the present, and looked forward to the future.

The committee's dedication and commitment to the school's mission statement was realized when the Massachusetts State testing results revealed that our staff and students had once again achieved Level 1 status and were proud recipients of a State Commendation for Narrowing Proficiency Gaps. Some of the teachers and the principal attended a ceremony at the State House in Boston to receive the award.

The Eastham Elementary School Community continues to be a beacon shining brightly to help and support our children as they navigate the challenges of a rigorous curriculum and cope with social/emotional issues, while providing them with rich, engaging learning experiences. Our unique location affords our students the opportunity to experience the expert knowledge of National Seashore Rangers and Audubon Naturalists. Field trips and classroom visits allow for amazing hands-on, real-life science experiences and applications.

The committee's commitment to technology integration took another step forward as the school leased 75 new iPads in 2016. Grades 4 & 5 have a 1:1 student to iPad ratio, while Kindergarten through 3rd grade have eight per grade level. The technology integration specialist and classroom teachers have worked collaboratively on best practices for effective use of these new teaching and learning tools.

Community outreach continues to be a focus at Eastham Elementary. Our 4th and 5th grade students visit the Council on Aging regularly to sing and chat with residents. This year we welcomed community members to visit our classrooms to experience first hand all the great teaching and learning taking place. Each month we welcome parents and community members to our All-School meetings to launch our monthly theme, recognize students with Beacon Awards and celebrate monthly birthdays geared to foster a vibrant school culture. Our after school Kaboom program provides extended day activities for students at all grade levels. Most of these offerings are facilitated by community members.

Respectfully submitted,

Joanne Irish, Chair
Ann Crozier
Mary Lou Sette
Judy Lindahl
Moira Noonan-Kerry

FINANCE COMMITTEE

The primary focus of the Finance Committee is to give its recommendations and comments on articles in the annual town meeting warrant, as required by the town charter. As part of that process, the committee reviewed the annual budget, advised the Board of Selectmen, and included its votes in the warrant.

A secondary role of the Finance Committee is oversight of significant capital projects with a representative on each Capital Projects Committee as required by the town charter. Our representatives have been active in all discussions and decisions taken on the town-wide water system, affordable housing and the library.

In addition, the Finance Committee has provided analysis and advice on numerous finance, accounting and related operational matters referred by the Board of Selectmen and Town Administrator, and as identified by the committee as requiring the attention of town officials. Finance, accounting, and related operational matters include but are not limited to:

- Sources of new or expanded revenue (including advice on setting fees for services such as the town water)
- Opportunities to reduce cost or increase operational efficiency (including school bus transportation and Nauset Regional High School student parking)
- Capital planning
- Independent audit process
- Pension and related liabilities and funding
- Review of property tax assessment process

Individual members of the Finance Committee have acted as liaisons to various departments and committees to keep abreast of ongoing activities and their possible financial impacts on the town.

Respectfully submitted,

Michael Hackworth, Chair

FIRE DEPARTMENT

The Eastham Fire Department provides a professional level of emergency medical care, fire suppression, fire prevention, hazard mitigation, and safety education to the citizens and visitors of the Town of Eastham. It is the mission of this department to provide the best possible level of service utilizing the resources provided by our community.

In the fall of 2016, the Town of Eastham's first fire hydrants went into operation. These new fire hydrants are a major part of the new municipal water system being installed. The hydrants will provide a continuous supply of water for firefighting operations throughout most areas of the town. Prior to the installation of the hydrants, the Eastham Fire Department had to rely on drafting water from ponds and underground storage tanks; the water would then be transported in tanker apparatus to the fire scene. Tanker operations are very time consuming, labor intensive, and can cause delays in providing water for firefighting to the fire scene. These new hydrants greatly enhance the capability for effective firefighting operations for the Eastham Fire Department.

In 2016, the Eastham Fire Department received a Federal grant to purchase hydrant valves and fittings for connecting fire apparatus to the new hydrant system. These valves are carried on the apparatus and attached to the hydrant at or near the fire scene and control the flow of water from the hydrant to the firefighting apparatus. I would like to thank Firefighter/Paramedic Ryan Van Buskirk for his time and expertise in writing this grant.

Thanks to the support of the town officials and the taxpayers, the fire department was able to purchase new self-contained breathing apparatus this past year. The old units did not meet current safety standards. These cylinder and mask units are used to supply clean air to a firefighter when operating inside a structure fire or at a hazardous material incident. The new units have a tracking device built in, which provides a way for a safety officer on the outside of the structure to locate a downed or lost firefighter. Also purchased this past year was a washer extractor which is used to wash and decontaminate firefighters protective gear. This commercial machine removes products of combustion and other hazardous materials, which are cancer-causing, from the protective gear the firefighter wears.

In the 2015 Town Report, I reported the Eastham Fire Department had received a grant to purchase a new emergency response All-Terrain Vehicle. This ATV was the first of its kind for the fire department. This new emergency response vehicle was utilized on search and rescue operations and other off-road incidents this past year. It has proven to be an excellent off-road emergency response vehicle.

The fire department has applied for three grants for this coming year. The first grant is to provide funding for four Firefighter/EMT/Paramedics. These additional Firefighters/EMT/Paramedics will provide needed help with handling emergencies, provide personnel for station coverage, and provide personnel to respond to a second subsequent emergency. The second grant the department applied for is to replace our current manual lift stretchers used in our ambulances. The new type of stretcher lifts the patient using electric hydraulics. These new stretchers help to prevent back injuries and other types of injuries to fire department personnel. The third grant applied for is

to provide funding for fire prevention education and general safety education for the students and senior population of the Town of Eastham.

I would like to thank Town Administrator Sheila Vanderhoef for her guidance and support during my first year as Fire Chief. I wish her and her husband John a long, happy, and healthy retirement.

In closing, I would like to thank all of the members of the Eastham Fire Department, Board of Selectmen, Finance Committee members, Town Administrator Sheila Vanderhoef, Town Administrator Jacqueline Beebe, all Eastham town employees, and all the residents of Eastham for their support during my first year as Fire Chief. The encouragement and support I have received is greatly appreciated. The members of the Eastham Fire Department wish to thank the citizens and visitors of Eastham for their continued support throughout the years. We will continue to work closely with all town departments to provide the best possible service to the community. The Firefighter/EMTs/ Paramedics of Eastham are committed to providing the highest level of emergency medical care, fire protection, and hazard mitigation for the citizens and visitors of this community.

Respectfully submitted,

Chief Kent J. Farrenkopf

2016 Incident Statistics

• Fire Incidents	40
• Rescue/EMS Incidents	1216
• Hazardous Condition Incidents	75
• Other Assistance Rendered	391
• Inspections	260

1651 FOREST ADVISORY COMMITTEE

In 2016 the Forest Advisory Committee continued working closely with the Friends of the Eastham 1651 Arboretum and the Natural Resources Department to provide oversight of the continuing Forest Project in Wiley Park. Projects this year included an assessment of soil conditions throughout the park, the beginnings of an updated planting list and an improved inventory protocol that will include a much more efficient cloud-based data entry system.

In the fall of 2015, a site visit by the Forest Advisory Committee revealed that several previously planted species seemed to be struggling over recent years, most notably the elm, holly, red cedar and mockernut hickory. Possible factors were thought to be reduced rainfall and soil quality problems. Early in 2016, a decision was made to engage Russ Norton, Horticultural Educator with the Cape Cod Cooperative Extension, to conduct a comprehensive soil resource evaluation. His report described less than ideal conditions in much of Wiley Park that have contributed to the stressful situation: coarse sands with low water/nutrient holding capacity, little organic matter and strongly acidic pH. Mr. Norton found that the present Pine–Oak forest is remarkably similar to what was in existence pre-colonization. He offered to assist with an evaluation and update of our plant list to include additional species that would have been present in 1651 for the Forest Project and advised abandoning the most struggling specimens.

For the last six months, Henry Lind of the Advisory Committee has been working with Town Planner Paul Lagg on a tablet-based data entry portal for an updated planting inventory; together they are making great progress. Improvements will include upgraded GPS positioning for each specimen and more accurate mapping. A metal detector, purchased by the Friends, will be utilized to locate hard-to-find identification stakes and in December the committee and Friends began working out a protocol for the data collection.

In 2016 the dedicated Friends focused primarily on maintenance issues, including continuing invasive control, selective pruning and clipping intruders from around project specimens. For 2017, in addition to participating in the planting inventory, the Friends are considering sheep laurel for a spring planting.

The Forest Advisory Committee wishes to thank Senior Natural Resources Officer Mike O'Connor, Russ Norton from the Cape Cod Cooperative Extension and Town Planner Paul Lagg for their continued helpful assistance in the implementation of this Forest Project.

Respectfully Submitted,

Steve Gulrich, Chair

HARBORMASTER

The slips at Rock Harbor were full again this year and our two transient slips were highly utilized as transient boaters visited the harbor a great deal this year. We issued 25 transient slips throughout the season. A total of six new slips were issued to individuals after waiting 15 years or more on the waiting list. Three slips became available on the inside and three slips on the outside. Interest in dockage for the future remains strong as there are currently 115 individuals on the waiting lists.

The department began issuing mooring permits on April 1st this year and issued at total of 336 mooring permits. In addition to mooring permits, the department issued 42 freshwater launch permits (use of motorboats on freshwater ponds), 115 vessel storage permits and 16 transient vessel storage permits. The transient vessel storage permits allow individuals to store canoes and kayaks at approved landings for up to two weeks and the cost to do so is \$25. This was new permitting was implemented by the town this year.

Due to an increased interest in moorings in Great Pond, we created a waiting list for this area with a \$10 annual fee. Currently there are 14 individuals on the list for Great Pond and anyone interested may pick up an application at the Natural Resources Office.

Just a reminder that every moored vessel must have proper identification on it including: sticker on the vessel, tag on the mooring and the last name on the mooring buoy. The mooring renewal deadline is April 30th annually. If you are interested in mooring your boat for a short amount of time you need to obtain a transient mooring permit. The town implemented new permitting for transient moorings this year and the fee for these permits are \$25. We also want to remind everyone to inspect chains, shackles and lines before placing their boat in the water this year as we had several boats break free from their moorings due to weak chains.

We wish to thank all the people, departments and agencies that assisted in contributing to the safe enjoyment of our waters. We extend special thanks to the Eastham Department of Public Works for assisting us annually with placement of the docks in the harbor and transporting the floats back to our office for repairs.

Respectfully submitted,

Michael J. O'Connor
Harbormaster

BOARD OF HEALTH

The mission of the Board of Health (BOH) is to protect, promote and sustain the public and environmental health of the Town of Eastham. This was accomplished in 2016 with the dedicated efforts of the town health agent and staff, guided by local and state regulations. The BOH continues to monitor and address new and changing health-related issues as they occur in Eastham, advocating for a safe environment, reduction of known health risks, and for the promotion of known preventive health measures.

With the Eastham municipal drinking water system well underway in Phase I, the BOH met with well experts and engineers to draft updated private well regulations in the area of town which will be required to hook up to municipal water (known as the “mandatory hook up area”), and to work with planners and engineers to get the new Eastham Library septic system plans approved and functioning. Though municipal water availability will serve to reduce the problem of close proximity of drinking water wells to septic systems, it will be a long time before onsite water supply wells and wastewater disposal systems no longer are of concern to public health. Even when and if all properties in Eastham hook up to municipal drinking water, there will remain many environmentally sensitive areas due to the single aquifer and abundant wetlands, estuaries and public recreational waters.

During 2016, the BOH held 12 regular formal meetings, responding to requests for variances and reviewing numerous septic system proposals. Well regulations in the mandatory hook-up area were passed at a public hearing. The BOH continues its attempt to balance protecting the safety of our aquifer, estuaries, and fresh and saltwater recreational waters, while being responsive to the needs of property owners. The BOH also conducted five workshops, with presentations by experts addressing such issues as tick born diseases, well regulations, the performance and cost of Innovative/Alternative (I/A) septic systems, and the proposed development of the former Tee Time property (the Governor Prentice Residences) and the Purcell property (off Brackett road), both 40(b) projects designed to address, in part, Eastham’s affordable housing needs.

The BOH also supported the following activities carried out by the Town of Eastham Health Department:

- Flu clinics (2 clinics providing influenza vaccination).
- Nitrate Water Quality Monitoring Program (free nitrate testing).
- Wastewater planning.
- Massachusetts Estuary Program (MEP) - water testing in the Nauset Estuary with Orleans and CCNSS.
- Landfill Project: Environmental investigation continues to define the extent and magnitude of the plume with expansion of the well sampling program and installation of permanent monitoring wells at four locations.
- Inspections and Permitting (see Health Statistics list): Housing, restaurants, rentals, septic systems, bathing beach testing and much more.

- Joint meeting with ZBA regarding Governor Prence development of former Tee Time property.

The Board of Health would like to thank Dr. Martin Haspel for his tenure for multiple years on the Board and for serving as acting chair for half of 2016.

Respectfully submitted,

Dr. Joanna Buffington
BOARD OF HEALTH

EASTHAM HEALTH STATISTICS (Calendar Year 2016)

License/Inspection Type	# of Permits	Total Fee Amount
Septic Installer/Hauler	57	
Refuse Hauler	6	600.00
Motel/Cottage Colony/Inn	23	4,600.00
Food Establishment	55	5,500.00
Milk & Cream	9	450.00
Manufacture Ice Cream	5	250.00
Swimming Pool/Spa	17	1,700.00
Tobacco	8	800.00
Perc Tests	89	8,900.00
Septic Permits	126	12,400.00
Well Permits	43	2,150.00
BOH Variance Requests	17	850.00
BOH Reviews	29	1450.00
Certificate of Compliance	5	125.00
Building Permit Review	1	25.00
Camps	3	300.00
Temporary Food	25	825.00
Research/Photo/Review (includes certificate of compliance)		810.60
Final Septic Inspections	109	n/c
Title V Septic Report Review	134	6700.00
Motel/Cottage Colony Inspections	26	n/c
Food Establishment Inspections	156	n/c
Swimming Pool Inspections	60	n/c
Walk Through Inspections	8	n/c
Rental Inspections	95	n/c
Nitrate Water Quality Monitoring Program	764	n/c
Bathing Beach Samples Taken	172	n/c
Septic pumping reminders sent	3,413	n/c
TOTAL FEES COLLECTED		\$54,135.60

Respectively submitted,

Jane Crowley, M.S., R.S.
Eastham Health Agent

EASTHAM HISTORICAL COMMISSION

The Eastham Historical Commission held six regular meetings during 2016. Nine workshops, one site visit, and one public hearing took place as well. In addition, extensive research was conducted to document the historical accuracy of several properties. As a result of this research, several historic homes were preserved.

As was the case in 2015, the Eastham Historical Commission's work was focused on the creation of a master index of all historic homes surveyed so far. A hard copy of this index is maintained at the Eastham Public Library and will be posted on the Town's website in the near future.

The Commission is obligated by state mandate to identify all Eastham homes that are seventy-five years old or older. All property owners of these homes wishing to apply for a demolition permit must participate in a review session with the EHC. It may take up to eighteen months for the review process to be completed and for a demolition permit to be granted.

In 2016 the EHC's George Abbott Preservation Award was presented to the owners of the 1765 Knowles Doane House, located at the corner of Salt Pond Road and Locust Street. This original half Cape is one of the best preserved houses on Cape Cod.

A public hearing was held to address a request to tear down the historic home on 30 Lawton Road. The Commission issued a one year demolition delay to see if the house can be moved to a different site.

The Eastham Historical Commission thanks the Town's Administrative Offices, the Assessor's Office, the Tax Office and the Building Department for all assistance given to complete the Commission's many tasks.

Respectfully submitted,

J. Holden Camp Jr., Chairman

EASTHAM HOUSING AUTHORITY

The Eastham Housing Authority owns and manages twelve duplex units and one single-family dwelling located throughout the town. The authority continues to utilize the management services of the Orleans Housing Authority under contract.

The Housing Authority is actively searching for suitable housing opportunities and supports the town and its efforts to create more affordable housing.

Respectfully submitted,

Edward Brookshire
Jerry Cerasale
Mary Beth O'Shea
Lisa Radke
James McMakin

HUMAN SERVICES ADVISORY COMMITTEE

The Human Services Advisory Committee has been in service to the Town of Eastham since 1992. It is currently comprised of the following seven members: Dilys Smith, Kate Berg, Marcia Bromley, Felice Coral, Joan Matern, Estella Edmondson and Sue Canavari, who serves as Chair.

The Human Services Advisory Committee's role is to accept and review all funding requests from human services providers, to evaluate their programs in view of the community's needs, and to recommend to the Board of Selectmen and Town Administrator a specific grant amount. The Human Service Advisory Committee considers the merits of these requests through application review, interviews and/or site visits. The final funding amount is determined at Town Meeting in May, when the citizens of Eastham approve the town budget.

For FY'18 the committee has considered applications from fifteen agencies that provide important services to the residents of Eastham and we are confident all of them deserve our support. The Town of Eastham is fortunate to have these important programs that serve the needs of our residents.

Respectfully submitted,

Sue Canavari, Chair

LIBRARY

On November 15th, the Eastham Library opened with a ribbon cutting ceremony featuring Eastham Elementary School children. Since then, continual tours have come through the building with patrons offering praise and many excellent ideas and suggestions. We are so grateful to the voters and taxpayers for their vision and support – and to our staff and volunteers who worked so hard to set up and open the library, and help provide many of the very special features throughout: fireplace, Eastham Room conference table, outdoor furniture, technology, exhibit space for rotating exhibits, and especially comfortable furniture. The library is back to full service, and we have seen our circulation and usage statistics shoot back to normal levels and more since our move out of the temporary trailers.

Our library programs include weekly toddler and pre-school story hours, the summer reading programs, a monthly book discussion group, Saturday's music series, Free First Friday Film, and many special series programs that range from One Book One Town to one-on-one technology training. This year's One Book One Town choice "Bringing Nature Home" by Doug Tallamy led to collaborations with dozens of community experts and groups and continues to be a focal point for programming. Assistant Director Karen MacDonald and the Adult Programming Committee are charged with coordinating these special programs. Most of these programs were funded by the Friends of the Eastham Library. We look forward to the 2017 programs which will include a new jazz series, musical afternoons with performances on our beautiful 1906 Steinway Model O parlor grand piano, One Book One Town reading Atul Gwande's "Being Mortal," gaming, and more technology help programs.

Youth Services Librarian Fran McLoughlin continues preschool partnerships with outreach programs while at the same time working with library staff and volunteers to set up the magical space that is our new Children's Room. The Children's Room has nooks and crannies for young readers to get lost in or read a book in, a spacious program room, educational toys and games, portable iPads and Chromebooks, and comfortable seating for children and adults – all with a pond theme to encourage educational programming on the environment the library is set in. Our young adults also have their very own space now – in a room they helped create by recommending furniture and features.

The Turnip Festival is also beginning to leaf out beyond a one-day event. Spearheaded by Outreach Librarian Marianne Sinopoli and her army of volunteers, this year the festival's theme to "celebrate everything local" brings the first art exhibit/contest to the new library with a celebration of reclaimed book art made by local students and community members. The Library has a new Art Committee to help guide library staff on our rotating art exhibits. The first exhibit in our gallery space will be the work of the Eastham Painters Guild.

Library Assistant Freya Hemley continues to highlight our programs and important reading interests with countertop book displays on topics ranging from award-winners to timely topics. We are looking forward to more events and programs that tie these themes in with our year-round programming by bringing local authors and artists, community groups and partnerships to the library to celebrate all that is Eastham and by using our community rooms to full capacity. We have also set up an online reservation system for our community rooms and our museum passes to make both as accessible to the community as possible.

Setting up a new library is no small task. Library Assistant Connie Wells has the job of adding new books to the collection and cataloging the collection so it makes sense. When our collection was unpacked after two years in storage, Connie made sure the old and new were seamlessly melded together again.

The library is thankful for the community support and involvement that has been crucial to our success, as has support from all its hardworking volunteers and the Friends of the Eastham Library – we thank you all!

Library Statistics for FY16

Staff: 3 full-time, 3 part-time

Hours open per week: 38

Holdings (books, videos, audio, magazines, newspapers, museum passes, downloadable formats, databases): 55,682

Electronic Holdings: e-Books 150,952, e-Audio 5,078

Circulation: 63,669

Registered Borrowers: 7,485

Registered Borrowers who are Eastham residents: 2,916

Interlibrary loans sent out: 10,718

Interlibrary loans received: 13,245

Programs: 188

Attendance at programs: 3,399

Volunteers: 64

Volunteer hours contributed: 7,771

Children who participated in Summer Reading Program: 178 (reading 2,110 hours)

One of the year's highlights for the Library Trustees and the Capital Projects Committee was their first sip of municipal water from the drinking fountain in the new library – it was cold and delicious! While we continue to face challenges, the new building is performing as everyone hoped – the windowed walkway at the entrance and in front of the new book and circulation area has the feel of a “Main Street” with patrons stopping for a cup of coffee and meeting their neighbors. Through the generous support of the volunteers and donors to the Eastham Library Building Fund, Inc., the library has plenty of extremely comfortable chairs, tables, state-of the art computers and technology for residents to enjoy for years to come. The library also has plenty of room for books and magazines! Meeting room space is available to community groups, and the small conference rooms and study carrels are perhaps the most popular spots in town.

Through Community Preservation funds, the Eastham Room houses the local history collection in a climate-controlled space, and the restored 1897 VIS (Village Improvement Society) Library offers an informal gathering place for small groups. The new building is very efficient, and the Trustees anticipate a gold LEED (Leadership in Energy and Environmental Design) award as a result (with a resulting reimbursement

grant from the Massachusetts Board of Library Commissioners upon final project close-out for approximately \$86,000). The town has also recently received a check from the Cape Light Compact for \$78,243 in incentives as a result of calculation of energy conservation more than 90,600 kWh/yr based on the selection and installation of high-efficiency cooling, heating, lighting and controls.

Please continue to reflect on what our new library means to Eastham and share those thoughts with a member of the Board of Library Trustees or library staff. The library belongs to all Eastham citizens and its programs and services should reflect your hopes and dreams.

Respectfully submitted,

Ed Harnett, Trustee
Sharon Krause, Trustee
Norma Marcellino, Trustee
Dave Payor, Trustee
Mary Shaw, Trustee
Debra DeJonker-Berry, Library Director

NATURAL RESOURCES DEPARTMENT

The department's shellfish propagation efforts began in April when we placed 25,000 oyster seed in floating bags in Salt Pond. The oysters were grown out in the Salt Pond and were ready for harvest in November. The Salt Pond drew a nice crowd as approximately 463 people visited the pond and 309 ten-quart buckets of oysters were harvested. As always we would like to thank AmeriCorps for all their hard work assisting us in culling and cleaning the oysters and grow out gear. The department was also fortunate enough to receive 300,000 quahog seed, 1.5 millimeter in size from the Barnstable County Cooperative Extension. We grew the quahogs in the building located at Salt Pond where the flow-through system was able to provide a good flow of water that brought plenty of food to them and we saw good growth this year. The quahog seed was grown to the end of October and broadcast in Salt Pond, Nauset Marsh and Town Cove. In May we planted four hundred bushels of contaminated relayed quahogs in Town Cove and Salt Pond and kept these areas closed until they cleared testing from the Massachusetts Division of Marine Fisheries. In addition, we purchased and planted 25,000 quahog seed ranging in size from 12 to 15 millimeters on the flats of Cape Cod Bay.

We observed the first river herring of the year making their way up the runs from Cape Cod Bay to Bridge Pond and Herring Pond in March. A big thank you to the volunteers supported by the Association to Preserve Cape Cod that spent many mornings at the herring runs counting fish that migrated into the ponds. It looks like there has been a gradual decrease in the amount of fish migrating up the runs over the last couple of years, according to data collected by APCC and department observations. There is still a moratorium on the sale and possession of river herring.

On April 7th this year Nauset Marsh and Town Cove were closed to shellfishing due to red tide. Nauset Marsh and Town Cove re-opened to shellfishing on May 28th and the Salt Pond didn't re-open until June 24th. We wish to thank all of our aquaculturists for following the state's Vibrio Control Plan and keeping their oyster harvests safe for the dinner table. The department conducted several dozen Vibrio compliance checks on shellfish grants and worked with grantholders to keep the sites clean.

The Town issued a total of 1,869 shellfish permits. The following is a breakdown of permits sold:

Resident:	840	Commercial:	91
Resident senior:	562	Senior commercial:	21
Non-resident:	49		
One-week:	306		

We would like to thank all the people, departments and agencies that assisted us throughout the year.

Respectfully submitted,

Michael J. O'Connor
Senior Natural Resources Officer

OLD TOWN CENTRE HISTORIC DISTRICT COMMISSION

The Old Town Centre Historical District was formed under the provisions of Chapter 40C Massachusetts General Laws, as amended by Chapter 168, Acts of 1975, and a general by-law adopted at the Eastham Town Meeting in 1986.

The Old Town Centre Historical District Commission's purpose is to review all new construction, reconstruction, alterations, movements and demolitions of all exterior architectural features of buildings and structures within the Old Town Centre Historic District which are visible from any public street, public way or public park. This also includes changes to outbuildings, fences, walls and some signs.

Two applications for existing home renovations and additions were approved by the commission in 2016. These two cases are as follows:

Case #OTC2016-1. 2/29/16 Frances Francis, owner of 275 Locust Road, represented by Jason Ellis of J.C. Ellis Design, sought a Certificate of Appropriateness under the Old Town Centre Historic District Commission by-law to construct a 25 foot by 8 foot addition, a 28 foot x 5 foot farmer's porch addition and to also include adding dormers on both sides of the home.

Case #OTC2016-2. 4/27/16 Elizabeth and Peter Butz owners of 25 Salt Pond Road, represented by Peter McDonald, Architect, sought a Certificate of Appropriateness under the Old Town Centre Historic District Commission by-law to construct a new 20 foot x 15 foot family room addition, and add a new 24 foot x 10 foot screened in porch along with relocating a new 10 foot x 18 foot deck.

The Old Town Centre Historic District Commission reorganized at their April 27, 2016 meeting. The commission thanks Jane Fischer and Gail O'Keefe-Edson for their past service as chair and clerk, respectively.

Respectfully submitted,

Mark Murzyn, Chair
James Cohen, Vice-Chair
Jane Fischer, Clerk
Karen Boucher
Gail O'Keefe-Edson
Sherida Cocchiola, Alternate

OPEN SPACE COMMITTEE

The Open Space and Recreation Plan is now complete and after posting the plan on the town website for comment has been submitted to the state. Many thanks to all who worked on this project, especially Dick Hilmer and Shana Brogan.

In November, we filed an application with the Community Preservation Committee for a Fiscal Year 2018 CPA grant to be used for the purchase of a 1.6 acre parcel of open space/wildlife habitat adjacent to the Walters property, north of Locust Road.

Improvements continue to be made to the Sandy Meadow property with the addition of signage and trail markers.

The OSC has been working with the Natural Resources Department through Shana Brogan to establish an Invasive Species Control Plan. This plan would involve identification and control of invasives and training of volunteers who would be present during invasive vegetation removal. Bob Cook led a walk through Wiley Park for the purpose of training OSC committee members on species identification and methods of control.

The committee welcomes the addition of Joanna Buffington and Bob Cook. Bob is back after a one year absence.

Finally, we would like to thank those volunteers who help us throughout the year, keeping our trails open, safe, and free of debris.

Respectfully submitted,

Robert Gurney, Chair

PLANNING BOARD

The following information summarizes the activities of the Eastham Planning Board for 2016.

The Planning Board acted on 30 applications, distributed as follows:

Residential Site Plan Approvals	20
Site Plan Approval - Special Permits	6
Approval Not Required (ANR) Plans	4
Subdivisions	0

Regular business items include site plan reviews, subdivisions, ANR plans and by-law development. In addition to regularly scheduled meetings, the Planning Board also held several work sessions during which the board assisted the Zoning Board of Appeals in reviewing two Chapter 40B Affordable Housing developments. The Planning Board also updated its rules and regulations including revisions to the Planning Board applications for the purposes of clarifying procedures and improving customer service to applicants. The Planning Board participated in the review of the town's updated Housing Production Plan which was adopted by the selectmen and approved by the state in March 2016. The Housing Plan contains several recommendations that will help foster the creation of appropriate affordable housing in the community. Some of the zoning recommendations include: an open space residential development bylaw, an inclusionary zoning bylaw and modifications to the current accessory apartment bylaw. The Planning Board will examine these items in the upcoming year.

The Planning Board would like to welcome Joe Manas as its newest member. The Planning Board would also like to acknowledge the passing of Bob Smith. Bob's long term service to the Planning Board and to the community was truly appreciated.

We are fortunate that the board is comprised of an excellent team of concerned and talented Eastham residents who work to help shape the future of our community.

Respectfully submitted,

Daniel P. Coppelman, P.E., Chair
Dwight Woodson, Vice Chair
Craig Nightengale, Clerk
Arthur Autorino
Marc Stahl
Richard Dill
Joe Manas

PLANNING DEPARTMENT

The Planning Department provides staff support to the following Boards and Committees:

- Planning Board
- Zoning Board of Appeals
- Community Preservation Committee
- Eastham Affordable Housing Trust
- Historical Commission
- Old Town Center Historic Commission
- Barnstable County HOME Consortium

Planning staff regularly attend monthly meetings, hearings and workshops to assist the boards and committees in carrying out their assigned charges. Staff provides reports and performs research and analysis on various subjects. During 2016 the Planning Department worked on a variety of initiatives in cooperation with other town departments.

Housing Production Plan

The town's Housing Production Plan was updated in March 2016. The plan contains background data on several socio-economic trends and contains several recommendations that will help foster the creation of appropriate affordable housing in the community. The plan was adopted by the Board of Selectmen and approved by the State in March 2016.

Purcell Property Affordable Housing Development

Staff assisted in the development of a Request for Proposals (RFP) to select a company to develop the Purcell Property for use as affordable housing. A proposal for a 65 unit affordable rental development is currently in the review process. Town staff will continue to work with the developer as the project progresses through the regulatory process.

Municipal Water Connection Software

Planning staff, in cooperation with staff from Environmental Partners, utilized the town's existing web based software (Peopleforms) to create an online application process which will allow new water applications to be tracked comprehensively across multiple departments. Online payments will be introduced to the system in early 2017.

Field of Dreams Improvements

Planning staff continues to assist the Recreation Commission in implementing improvements to the "Field of Dreams" recreation facility located behind the Town Hall. The project is funded through a CPA Community Preservation grant. During 2016, preliminary plans and cost estimates were drafted for new amenities and site upgrades. Work on this project is ongoing with construction to commence in 2017.

FEMA Community Rating System (CRS Program)

Planning staff worked with staff from the Barnstable County/Cape Cod Cooperative Extension to enroll Eastham in FEMA's Community Rating System (CRS) Program. The CRS program is a voluntary, incentive-based program that recognizes and encourages community floodplain management activities that exceed the minimum National Flood Insurance Program standards. Depending upon the level of participation, flood insurance premium rates for policyholders can be reduced up to 45 percent. CRS floodplain management activities enhance public safety, reduce damages to property and public infrastructure, avoid economic disruption and losses, reduce human suffering, and protect the environment. Participating in the CRS provides an incentive to maintaining and improving a community's floodplain management program. Implementing some CRS activities can help projects qualify for certain other federal assistance programs.

Geographic Information System (GIS)

The Planning Department stewards the town's GIS system. Use of web-based data management and mapping continues to grow and evolve. Planning staff has assisted several departments in creating new databases and mapping components with the goal of improving efficiencies and increasing the capacity of town staff to perform analysis and provide support to the community. Some of this year's projects included: Boat Mooring Location Tracking Form, Master Address Database/Map, 1651 Forest tracking database/map, Water Infrastructure database/map.

Respectfully submitted,

Paul Lagg, Town Planner

POLICE DEPARTMENT

The year of 2016 was a year of transition for the Eastham Police Department and for the Town of Eastham. In March, the department welcomed Officer Daniel Burnham to the department and he completed 22 weeks of training at the Regional MPTC Police Academy in Plymouth where he graduated in October. We also welcomed Officer Andi Williams to the department in June and she is currently completing her training at the Plymouth Academy and is scheduled to graduate in April of 2017. Officer Stephen Gould left the department in October after 10 years of service to fulfill a dream of traveling with his family across the country. His replacement is Officer Carrie Denagleo who transferred laterally from the Truro Police Department after serving many years there. Her experience will be greatly appreciated as she transitions to Eastham. We are glad to welcome all three of these officers to the Eastham Police family. Our water project and traffic related issues pertaining to the road detours occupied much time and effort as we did all we could to keep the congestion and delays to a minimum for a second year.

On September 14, 2016 the department received state certification from the Massachusetts Police Accreditation Commission. Certification is a self-initiated evaluation process where the department had to meet 159 professional standards. The certification process was carried out by Sgt. Deschamps with assistance from Det. Adam Bohannon. This certification is good for three years.

Our department had various other police departments assist us with the daily road details needed to address the many construction sites and road detours. This past year we were happy to finally see water flowing from hydrants and faucets. The Eastham Police Facebook page continues to provide our “followers” with up-to-date information relating to incidents and other activities that the department is involved with daily. Our increase of outreach through Facebook continues to grow and emphasizes our commitment to excellent customer service to our residents through increased communication through social media. The CODE RED software program initiated in 2015 allows for town-wide notifications through the web-based program. The program worked wonders to assist with preemptive notifications regarding detours in town due to the water project. The program is administered by the police department and residents can register their cell phones and email address by going to the police or town website and look for the CODE RED logo. This program proves to be a great tool for communicating with all residents at once with important information as needed, or in segments if we are targeting a specific neighborhood with a targeted neighborhood message.

Traffic and traffic related issues continued to be a primary mission for the department. Much of this can be attributed to the emphasis placed on highway safety and traffic enforcement. We continue to pursue traffic safety grants awarded through the State of Massachusetts Office of Highway Safety. This year the lower cape police departments acquired an earmark grant from the state to assist with the lower cape traffic enforcement through regional collaborative enforcement during the summer season. This and other grants are awarded to pursue drunken driving enforcement, seatbelt use, as well as all other general traffic violations. Grants were also received for improvement of our 911 Communications Center. Through these 911 training and incentive grants the dispatch center continues to see improvements and upgrades

including Emergency Medical Dispatch and increased training and career development.

The Eastham Police continue to be active in community outreach programs such as the Neighborhood Watch Program which is a part of "Triad", a coalition of our Eastham Council on Aging and Eastham Public Safety (Police & Fire / Rescue). Officer Adams continues to meet and lead this group along with the many volunteers to this program. To date the community is divided into eight regions with 93 block captains. The block captains represent more than 2,150 residences in town. If interested in the Neighborhood Watch Program, please contact Officer Josh Adams.

Due to the recent increase of heroin use cape wide, we continue to work with Gosnold to provide outreach services to those individuals and families affected by this addictive drug. If looking for assistance and outreach, residents should contact Det. Bohannon, Officer Proudfoot, or Gosnold directly and ask for their outreach counselor.

Officer Diana Back was reassigned from her assignment as the School Resource Officer and was replaced by Officer Jordan Proudfoot in September. We continue our commitment to assign the School Resource Officer for the Nauset Regional High School with the position funded through the Nauset School District. Our School Resource Officer does an outstanding job in working with school officials to deal with police related issues in the schools, provide education on laws, drug awareness and the dangers of alcohol abuse. He also works to create a positive relationship with the young people of the region by forging day-to-day personal relationships between the police and the youth by promoting a better understanding of the police role in the community. In addition he assists with general school safety issues, the organization of emergency lockdown drills, as well as assisting the school administration with general emergency planning. In addition to Officer Proudfoot, Sgt. Schnitzer continues to represent our community in chairing the Nauset School District Emergency Operations Safety Committee. Within that leadership role Sgt. Schnitzer works with representatives from the other Nauset communities in reviewing our emergency operational plans. This past year the new CRISIS GO "app" was initiated for assistance during emergencies and funded by the Nauset District. This new software is fully operational and assists with providing vital information and notifications during an extreme emergency in the schools. We continue to work tirelessly to assure our students are kept safe. In November we conducted a tabletop drill with the FBI where we simulated a school shooting and our multi-agency response to such an event cape-wide.

Other community programs include our daily reassurance program to those Eastham seniors who want daily communication with our department to assure their well being. We also provide child safety seat installation assistance for proper installation of child safety seats in all vehicles. We were again awarded a grant to allow us to provide safety seats for those families in need. Officer Josh Adams is specially trained in these installations and assists any resident with the proper installation of these life saving child seats as well as the allocation for those who qualify. Last year we assisted with 36 installations. Officer Adams can be reached at our regular number for an appointment. The department also offers the checking of vacant houses with the program "Operation Housecheck." Any resident who is interested in having their vacant home checked by the police department may sign up for this service on our website or by calling us at our regular number. This service is typically utilized during the winter off-season when many homes are vacant.

Other services and programs can be reached through our website at www.eastham-ma.gov and click on Emergency Services.

I look forward to continuing our dedicated and committed service to the Town of Eastham in 2017 **“In Partnership with Our Community.”**

Respectfully Submitted,

Edward V. Kulhawik
Chief of Police

**TOWN REPORT 2016 FOR POLICE DEPARTMENT COMPLAINTS
RECEIVED AND/OR INVESTIGATIONS AND SERVICES PROVIDED**

Assault	4
Arson	0
Assault/Deadly Weapon	0
Assault/Battery	3
Attempted Burglary	1
Burglary/Force/Non-Force	10
Burglar Alarms	262
Larceny/Forgery/Fraud	58
Larceny/Motor Vehicle	0
Unauthorized Use/MV	0
Identity Theft	10
Counterfeiting/Forgery	1
Vandalism	24
Weapons Violation	0
Sex Offense	2
Narcotics Violation	5
Narcotics Investigation	9
Protective Custody	11
Harassment	33
Trespassing	3
Missing Person	15
Lost/Found Property	174
Town Bylaw Violation	41
Dead Body/Death	2
Suicide	2
Illegal Trash Disposal	5
Warrant	9
Suspicious Incident	222
Civil Dispute	70
Domestic	58
209A Violation	17
209 A Service	42
Abandoned Motor Vehicle	5
Miscellaneous Traffic	108
Hazard	112

Minor Accident	75
Animal Complaint/Investigation	348
Summons Served.	19
House Check	362
Business Check	5481
Directed Deterrents	3542
Lock Out.	48
Escort.	6
Fingerprint Person	20
Noise Complaint.	87
Assist Resident	300
Assist to Police Dept	224
Assist Motorist	22
Transportation	24
Message Delivery.	20
Assist to Motorist	22
Disabled Motor Vehicle.	127
Reassurance Check.	213
Well Being Check.	112
Hunter Complaint.	1
Miscellaneous	134
School Incident.	30
School Services	147
Assist Fire Dept. / Rescue	684

MAJOR VEHICLE INCIDENTS

Motor Vehicle Stops	3510
Major Motor Vehicle Crashes Major	137
Motor Vehicle Initiated Arrests	85
OUI.	28

911 Call Volume	3360
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TRAFFIC ENFORCEMENT

Motor Vehicle Warnings	994
Civil Infractions/Complaints	223

FIREARMS PERMITS

FID Cards.	2
Pistol Permits	102
Dealer Permits	2

DEPARTMENT OF PUBLIC WORKS

The Department of Public Works is responsible for the maintenance of roads, grounds, beaches and operation of the transfer station. The DPW provides assistance to police, fire, natural resources, building, and other departments when skilled labor, trucks, and heavy equipment are needed.

The snow and cold of this past winter was trying for us all. DPW staff put in many long hours keeping Eastham's roads passable. The plowing of private roads beginning with paved roads in good condition, continued successfully. Many thanks were received from residents for this new service. Requests to expand the service to plowing unpaved roads and roads in poor condition are now being received. The construction of Eastham's new town-wide water system continues to add challenges for long-term roadway restoration. The DPW began work with the planning department to coordinate potential bike and pedestrian improvements with future roadway improvements.

Operations at the transfer station have stabilized. Adjustments to the commercial Municipal Solid Waste tip fee have returned our MSW tonnages to normal levels. Markets for recyclable materials and scrap metals have improved and thus cover most transportation costs. Eastham's long-term waste disposal contract with the SEMASS incinerator was a good decision as the low bidder has filed for bankruptcy. Wait times to tip at SEMASS have improved significantly. Our most significant cost increases are due to the continued success of Household Hazardous Waste Days and the increasing quantities of hazardous waste removed from our environment.

Projects accomplished by the Public Works Department:

1. Roads: Sweeping, catch basin cleaning, patching, crack sealing, line painting, brush cutting, mowing, litter removal, and preparation for resurfacing.
2. Met with developers and engineers for review and approval of various plans and construction including town water project.
3. Maintaining, cleaning, trash removal, and replenishing sand on all beaches along Cape Cod Bay, maintaining all town landings and replacement of pavement washed away by storms.
4. Tree trimming and removal of hazard trees - winter moths, gall wasps, gypsy moths, and drought continue to take a toll on our street trees.
5. Reviewed petition hearings, revisions, and approvals of utility companies' plans and utility street opening permit requests for conformance with regulation
6. Inspection of private roads which have been petitioned for acceptance by the town as public ways.
7. Maintaining and cutting all grassy areas on town-owned properties.
8. Replacement of two failed culverts on Dyer Prince Road.
9. Improvements to the newly accepted section of Hay Road.
10. Installed one storm water drainage system.

11. With planning and recreation departments, the town received a \$10,000 grant for new bike racks at town beaches.
12. Windmill Green improvements, including irrigation system restoration and major turf maintenance.

Current Projects Under Design/Planning:

- Meetinghouse Road drainage continues in preparation for roadway reconstruction.
- Work continued on mitigation of Route 6 storm water discharge to Salt Pond.
- Worked with the National Park Service to complete the design of a bicycle pedestrian traffic signal at Route 6 south of Governor Prence Road.
- Campground Beach-Shurtleff Road culvert design completed.
- Bay Road Stairs design completed.
- Began development of a *Complete Streets* program with Mass DOT.

Respectfully submitted,

Neil Andres, Superintendent

RECREATION COMMISSION

The Mission Statement of The Town of Eastham Recreation and Beach Department is to provide and promote year-round activities that enhance the quality of life of its participants.

Field Trips and Special Events:

- On an early dismissal day in January 2016 Eastham Recreation took 30 Eastham Elementary students to Sky Zone Indoor Trampoline Park. And in February, the recreation department took the same trip with 37 Nauset Regional Middle School students; they had fun and lots of laughs!
- February vacation 2016 Eastham Recreation had open gym time at the elementary school, a full day of roller skating and jumping at Sky Zone, and a day of pizza, swimming and bowling.
- In March, 1st thru 5th graders spent a half-day at the Cape Codder Resort's wave pool, toured the Cape Cod Chip factory, and ended the day with an ice cream treat at Dairy Queen!
- The annual egg hunt was held this year on March 27th at the Orleans-Eastham Elks. Up until this year, the recreation department and the Orleans-Eastham Elks sponsored their own separate egg hunts. They have since joined forces to offer one community egg hunt to be held at their respective locations every other year. We thank Ben and Jerry's, Nauset Ice Cream and Arnold's Mini Golf, who gave gift certificates as prizes! A huge thank you to the Elks Lodge for all of their support throughout the year.
- The new spring T-Ball Tots program was implemented and the 15 children who participated had a lot of fun playing and learning. Also this spring, the pickle ball courts were lined out on the basketball court. We were happy to see the courts enjoyed!
- Summer 2016 was full of events and new programs. The summer recreation program saw the implementation of early-drop off, of which 30 children participated. A Mommy and Me swim class was established and many parents partook of this successful program with their young ones at Wiley Park. Yoga on First Encounter Beach was a hit and so successful that it was extended until Labor Day! Summer also brought the annual kids dinner at Arnold's, annual tug-of-war night at First Encounter Beach, kids karaoke on the Windmill Green, Adventures in Clamming Day, junior lifeguarding, paddle boarding with Pump House, beach volleyball and beach chess and checkers.
- In the fall, the Beach Club program was started. Eastham Recreation brought 15 Kindergarten and 1st graders to a different Eastham beach each Tuesday afternoon to play and have snack. We were very lucky with the weather! The always successful fall bike and hike program was fun for the 16 children who participated. Fall field hockey had a turnout of 34 girls. A big thank you to Nauset Regional High School Coach Jody Quill for running this great program every year!

- The 10th Annual Duck Race in November was a blast for the families that participated. More than 200 ducks were sold, the most ducks to date! Prizes won were turkeys, pies and gift certificates from Stop and Shop and Shaw's Supermarkets.
- On an early dismissal day in November, Eastham Elementary children traveled to Fair Haven for a full afternoon of roller skating and a pizza lunch.
- During December, the recreation department and the Eastham Public Library sponsored a Holiday Gum Drop Guessing Contest, and the winner won a gift basket full of merchandise from local Eastham businesses. We are very grateful and appreciative of those who donated. The basket was chock full of gift cards, chocolates, coffee, mugs, a blanket and a drone!
- The year ended with three great Friday programs. A Friday night Neon Night at Willy's Gym, a Friday night swimming and pizza night at the Sheraton, and last but not least, annual ice skating at Charles Moore Arena!
- The Recreation Department supported our first ever intern for the winter college break! Our intern Jenny Leyton is an Eastham native who grew up in the recreation program and is now majoring in Recreation Management at the University of New Hampshire.

New Recreation Programs:

T-Ball Tots	Yoga on the Beach	Summer Recreation Program Early Drop Off
Summer Tennis	Beach Club	Mommy and Me Swim classes
Track nights	Soccer Tots	Field Trips included Kindergarteners
Flag Football	Drama Workshops	December Friday Nights

Continual Recreation Programs and Special Events:

K-6th Basketball	Fishing	Summer Basketball	Bike & Hike
Middle School Basketball	Softball	Stand-Up Paddle Board	Fall Tennis
High School Basketball	T-Ball	Beach Chess & Checkers	Annual Egg Hunt
Winter Indoor Tennis	Summer Rec. Program	Beach Volleyball	Annual Duck Race
Winter Indoor Soccer	Swim Lessons	Fall Soccer	Annual Ice Skating
Jump Rope	Swim Team/Meets	Field Hockey	Field Trips

Current Projects

With the help of our consultant, the recreation department is moving forward with Phase 1 of the rehabilitation of the Field of Dreams project. Phase I includes improvements to the existing parking area, a new basketball court, new pickle ball courts, a shaded picnic area, and playground apparatus equipment. The commission also sent out a survey seeking feedback from year-round and seasonal residents as well as visitors to gauge interest in a variety of potential passive and active recreation opportunities.

Local Partnerships:

ACE Hardware	Four Points by Sheraton	Papa Gino's
Arnold's Restaurant	Hole In One Donut Shop	Pump House Surf Shop
Ben & Jerry's	Idle Times Bike Shop	Red Barn Pizza
Blackbeard's Bait and Tackle	Little Capistrano Bike Shop	Shaw's Supermarket
Captains Quarters Motel	Nauset Ice Cream	Stop and Shop Supermarket
Charles Moore Arena	Nauset Regional High School	Town Crier Motel
Church of the Holy Redeemer	Orleans Bowling Center	United Methodist Church
Eastham Elementary School	Orleans-Eastham Elks	Willy's Gym

Thanks to all of the above businesses for supporting Eastham Recreation! Special thanks goes to the volunteer coaches, chaperones, players and participants, parents, guardians, friends and fans. Without their support, dedication and inspiration all of the programs and events would not be as successful.

Thank you!

Respectfully submitted,

Edmund Casarella (Chair)
Edward Jordan
Robert LaBranche
John Mayer
Brent Warren

SEARCH COMMITTEE

The Search Committee is charged with facilitating the process of filling openings on Eastham's committees, boards and commissions. The committee provides public information about openings, reviews applications, arranges applicant interviews with a panel consisting of the chair of the relevant committee, the Board of Selectman liaison to that committee, and a Search Committee representative and sends an appointment recommendation to the Board of Selectmen.

The committee used the following means to provide information to citizens about Eastham committees and openings:

Created a 3-fold flyer providing short descriptions of Eastham committees and distributed them to the post offices, library, and Eastham Superette for display. Handed out flyers at town meeting and recruitment events.

Staffed an information table about Eastham committees at the September and December Nauset Newcomer meetings at the Wellfleet Cinema and at the Eastham Turnip Festival.

Created an information brochure about each of the committees, commissions, and boards served by the Search Committee. Each committee chair was sent a template to insure a useful, concise, and consistent description of the respective committee, including the number of members, length of service, meeting times, purpose/responsibilities of the committee, and criteria for membership. We had a 100 percent response rate and edited and published the brochure.

Sent two articles for the Eastham page of the *Cape Codder* newspaper announcing committee openings.

Twenty three appointments were made in 2016 to Eastham's committees, commissions, and boards.

Respectfully submitted,

Jessica Dill, Search Committee Chair

SUPERINTENDENT OF SCHOOLS

Eastham Elementary School has been identified as a Level 1 and Commendation School by the Massachusetts Department of Elementary and Secondary Education. This recognition is impressive as there are only 48 other commendation schools in Massachusetts. The students and staff are to be commended for all their effort and hard work in achieving this goal.

Thanks to the citizens of Eastham, the use of technology increased this year throughout the leasing of 75 new iPads and by equipping every SmartBoard with an Apple TV as staff continues to integrate technology into the curriculums. Eastham's unwavering support of Eastham Elementary is greatly appreciated and enables our students to achieve at very high levels. Along with the Wonders Reading Program, Engage NY, choral and instrumental music, drama, science and art, there are also numerous after-school activities offered for students through the KABOOM after-school activities and enrichment program. Numerous community partnerships provide students with a hands-on approach to learning through a variety of field trips and activities in the classroom.

Security continues to be paramount for our schools and this past year the *Crisis Go* app was introduced at our schools to provide immediate notification in case of an emergency. We thank the local police and fire chiefs for their support as they continue to provide drills to ensure the safety of our staffs and students.

Nauset Regional High School and Nauset Regional Middle School students continue to achieve outstanding MCAS scores. Student growth is evident in all areas and this can be attributed to our dedicated teaching staff and their tireless efforts to help students reach their potential and beyond.

This year Nauset Regional High School received the College Board Advance Placement Achievement Award and has applied for and received approval to continue with the process for implementing the International Baccalaureate Diploma Program. These are exciting times at Nauset Regional High School with the potential for both IB and AP programs available for our students. Nauset's Fine Arts Program continues to bring accolades to the district with many Boston Globe Scholastic Art Awards and student performances in the All Cape Jazz Festival. Our students are traveling to various countries include's Ireland, Germany, Italy and South Africa. Students in the Human Rights Academy traveled to Belgium and The Hague where they attended the Global Leadership Human Rights Summit.

Nauset Wins, our annual one-day-a-year school-wide community service event was a huge success thanks to the efforts of John Schiffner and Mike Sherman who worked hard in coordinating this community service (give back) event. Staff and students from the region made a commitment of time and effort to help neighbors and local businesses in our communities.

Nauset Regional High School has submitted a Statement of Interest, SOI, to the Massachusetts School Building Authority to assist with some very substantial needs at the facility. On November 3rd officials from the MSBA visited the high school campus and were very impressed with the programming at the school. This is a tribute to the commitment in our communities for the support of programming and student achievement for all students. The Capital Asset Subcommittee, working with

administration, has met regularly to address and prioritize the needs of the high school and middle school.

At Nauset Regional Middle the 2015 Science Summer Institute extended into the school year to be the NRMS Makerspace. Various grants have been obtained to purchase the 3-D printers and C & C router which enables students to use their ingenuity to design and create projects using various mediums. The greenhouse continues to provide a learning laboratory for students in all grade levels and students in math science, art and English participate in subject-related curriculum in the greenhouse. The winter's Farmers Market has provided an opportunity for students to sell their home-grown vegetables to members of the community. The Nauset Regional Middle School Music Department received gold medals for chorus, orchestra, jazz band and band at the Great East Music Festival. Technology is constantly being integrated through the curriculum and students are now using iPad devices at all grade levels at the middle school. We are thankful that our community supports these tools for learning and also supports the staff in their professional development in the area of technology. Students enjoy more than 30 clubs and sports at the middle school and have an opportunity to go on various trips that include: New York City Model UN Competition and Mock Trial competitions, Washington, D.C., Quebec, and New Hampshire. There are also numerous learning opportunities in our own backyard at the National Seashore, ponds, beaches and museums that teach students about our environment and sustainability.

In my second year as superintendent, I continue to look at all systems and ways the district can help itself financially. Improving student learning for all students is my focus and I continue to assist administration and staff in this goal. Parent forums have been held on various issues and in my decision making process for any major change, I will reach out to all stakeholders as their input is invaluable. I thank the school committees, the parents and the community for their unwavering support for education in our communities. We are so grateful for all the support and assistance we receive from so many individuals and community groups. I am honored and privileged to be the superintendent of the Nauset Public Schools and am committed to continued excellence in our schools. My door is always open and I look forward to hearing your thoughts and ideas.

Respectfully submitted,

Thomas M. Conrad, Superintendent

TOWN CLERK

The implementation of early voting for the State Election on November 8, 2016 was another first for the Commonwealth of Massachusetts and Town of Eastham voters thoroughly embraced the concept. Eastham was number one in the state for the percentage of voters – 47 percent – who voted early. While the early voting process was relatively easy for voters, the state-mandated processing procedures proved to be very cumbersome for town clerks state-wide. It is hoped that the state will modify and streamline the process for future elections.

More than 87 percent of Eastham's voters, 3,702, voted for their choice of presidential candidate in the November State Election, down three percent from the 2012 State Election. Locally, Edward Atwood was elected to be Eastham's representative to the Barnstable County Assembly of Delegates after conducting a write-in campaign.

Only 23 percent, or 944 of eligible Eastham voters, cast their ballots in the State Primary on September 8, 2016. Turnout was heavier for the March 1, 2016 Presidential Primary when 52 percent, or 2,132 voters, came to the polls. Many thanks to the poll workers, registrars, wardens and town clerk staff for their hard work administrating elections this year, especially those whose dedication made the presidential early voting process manageable.

The Eastham Annual Town Meeting was held on May 2, 2016 with 606 voters present. This was the second time electronic voting was implemented and voters again enjoyed having not to wait in line to check-in and again experienced a speedier voting process – town meeting was declared dissolved at 9:35 pm. After many years of heated debate, the layout of Hay Road from Governor Prence to Bridge Road was accepted as a public way.

A total of 1,121, or 27 percent of the town's registered voters turned out to re-elect Wallace Adams II and John Knight to three-year terms as selectmen at the May 17th Annual Town Election. Also reelected were Edward Brookshire, Nauset Regional School Committee; Ann Crozier, Elementary School Committee; James McMakin, Housing Authority; and Sharon Krause and Norma Marcellino, Library Trustees. Moira Noonan-Kerry was elected to her first term on the Elementary School Committee. Voters said no, 632 to 468, to the only question on the ballot – the purchase of approximately 10.860 acres (T-Time) located at 4790 State Highway.

In addition to processing the town's annual census and voter registrations, the town clerk's office issued 160 business licenses, 981 dog licenses, five household kennel licenses and one commercial kennel license, 10 raffle permits, 89 yard sale and three estate sale permits, 1,161 rental permits and processed 412 parking tickets and 24 by-law violations. There were 32 births – the most in several years – and 57 deaths and 44 marriages recorded in Eastham in 2016. The town census reached 4,976 in 2016.

NOTES FROM THE PAST

In 1839, Massachusetts law stipulated that a candidate for governor had to garner a majority of the votes cast to win the election. At a legal meeting of the inhabitants of the Town of Eastham qualified to vote in elections on November 11, 1839, Edward Everett received 75 votes and Marcus Morton 23 votes.

The 1839 Massachusetts gubernatorial election became one of the closest governor's race in United States history. Marcus Morton received 51,034 votes out of a total 102,066 cast, one more than half.

RESIGNATIONS 2016

James McMakin
George Reinhart
John Zazzaro

Affordable Housing Trustees
Zoning Board of Appeals
Zoning Board of Appeals

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

Presidential Primary

SS: Barnstable County

To: Either of the Constables of the Town of Eastham

GREETING:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said town who are qualified to vote in Primaries to vote at:

Eastham Town Hall Prct. 1

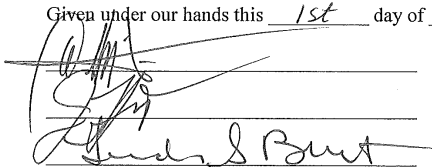
on **TUESDAY, THE FIRST DAY OF MARCH, 2016**, from 7:00 A.M. To 8:00 P.M. for the following purpose:

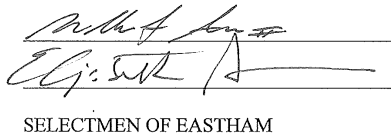
To cast their votes in the President Primary for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCEFOR THIS COMMONWEALTH
STATE COMMITTEE MAN.....CAPE AND ISLANDS SENATORIAL DISTRICT
STATE COMMITTEE WOMAN.....CAPE AND ISLANDS SENATORIAL DISTRICT
WARD OR TOWN COMMITTEE.....EASTHAM

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

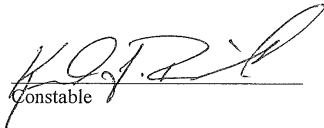
Given under our hands this 1st day of February, 2016.





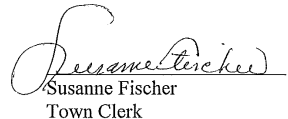
SELECTMEN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.


Constable

2/12/16
Date

A True Copy Attest:


Susanne Fischer
Town Clerk

TOWN OF EASTHAM

PRESIDENTIAL PRIMARY - MARCH 1, 2016

Pursuant to the foregoing warrant, the voters assembled at Town Hall to cast their ballots in the Presidential Primary and the results are as follows:

Democratic Ballots voted were 1402

Republican Ballots voted were 721

Green-Rainbow Ballots voted were 5

United Independent Ballots voted were 4

The Ballot Boxes stood at 0000 at the beginning and read 2132 when the polls were closed at 8:00 p.m. The Warden, John Lennox, declared the polls closed and the voter lists were verified. This vote represented 52 percent of registered voters.

There were 4090 voters registered for this election.

A True Copy Attest:

A handwritten signature in blue ink, appearing to read "Susanne Fischer".

Susanne Fischer
Town Clerk

The Commonwealth of Massachusetts
 Presidential Primary
 Tuesday, March 1, 2016
 Town of Eastham

Democratic Party

Presidential Preference

Bernie Sanders	737
Martin O'Malley	6
Hillary Clinton	652
Roque (Rocky" De La Fuente	0
No Preference	5
Write Ins	2
Blanks	0
Total Votes Cast	1402

State Committee Man

Austin P. Knight	0
Brian O'Malley	0
Bruce James Van Allen	0
Dan Wolf	0
Dana A. Berry	0
James A. Keefe, Jr	0
John L. Reed	11
Julian Cyr	0
Robert A. Costa	0
Robert C. Vetrick	0
Ron Robin	0
Sean Patrick Harrington	0
Seth Rolbein	0
Spencer T. Keasey	0
Steve Katsurinis	0
Write Ins	160
Blanks	1231
Total Votes Cast	1402

State Committee Woman

Robin Louis Hubbard	864
Write Ins	4
Blanks	534
Total Votes Cast	1402

Town Committee

Group	635
Judith A. Cannon	742
David W. Schropfer	778
Gloria W. Schropfer	738
Kristina Meservey	719
Elizabeth Gawron	763
Patricia A. Ford	738
Kathryn D. Sette	742
Mary Shanley-Koeber	677
Steven E. Kagle	678
Frederick J. Fenlon	694
Robin L. Briggs	679
Suzanne E. Doherty	703
Adele M. Blong	706
Gerald E. Cerasale	673
Brenda T. Luck	679
Noel M. Tipton	715
Joseph H. Bayne, Jr.	719
John Russell French, III	714
Steven J. Cole	792
Eileen Morgan	719
Write Ins:	12

The Commonwealth of Massachusetts
 Presidential Primary
 Tuesday, March 1, 2016
 Town of Eastham

Republican Party

Presidential Preference

Jim Gilmore	2
Donald J. Trump	340
Ted Cruz	66
George Pataki	2
Ben Carson	28
Mike Huckabee	0
Rand Paul	2
Carly Fiorina	2
Rick Santorum	0
Chris Christie	2
Marco Rubio	121
Jeb Bush	14
John R. Kasich	134
No Preference	6
All others	2
Blanks	0
Total Votes Cast	721

State Committee Man
Cape & Islands District

Francis P. Manzelli	321
Ronald R. Beaty, Jr.	140
Devin Manning	123
All Others	3
Blanks	134
Total Votes Cast	721

State Committee Woman
Cape & Islands District

Judith A. Crocker	512
All others	5
Blanks	204
Total Votes Cast	721

Town Committee

Group	291
John E. Lennox	360
Keith A. Roberts	319
William F. O'Shea	349
Christine E. Blanda	307
Janet Lapenta	326
Joseph J. Mistretta	325
Earl J. d'Entremont, Jr.	309
Eric N. Lindholm	345
Susana K. O'Hara	316
Thomas Johnson	341
Brian G. Eastman	334
Lillian Lamperti	388
Theodore C. Smith	317
Nathan A. Nickerson, III	440
Dorothy Weibel	320
Robert Weibel	320
John Jonason	318
Estelle Jonason	316

The Commonwealth of Massachusetts
Presidential Primary
Tuesday, March 1, 2016

Town of Eastham

Green-Rainbow Party

Presidential Preference

SKCM Curry	0
Jill Stein	3
William P. Kreml	0
Kent Mesplay	0
Darryl Cherney	0
No Preference	2
All others	0
Blanks	0
Total Votes Cast	5

State Committee Man

Cape & Islands District

No Nomination	0
All Others	3
Blanks	2
Total Votes Cast	5

State Committee Woman

Cape & Islands District

No Nomination	0
All others	3
Blanks	2
Total Votes Cast	5

United Independent Party

Presidential Preference

No Preference	1
All others	2
Blanks	1
Total Votes Cast	4

State Committee Man

Cape & Islands District

No Nomination	0
All others	1
Blanks	3
Total Votes Cast	4

State Committee Woman

Cape & Islands District

No Nomination	0
All others	0
Blanks	4
Total Votes Cast	4

A True Copy Attest:



Susanne Fischer
Town Clerk

**TOWN OF EASTHAM
ANNUAL TOWN MEETING WARRANT**

**AND FINANCE COMMITTEE REPORT AND
RECOMMENDATIONS
7:00 P.M.**

MAY 2, 2016

**NAUSET REGIONAL HIGH SCHOOL GYMNASIUM
ANNUAL TOWN ELECTION
MAY 17, 2016**

POLLS OPEN 7:00 A.M. - 8:00 P.M.

**EASTHAM TOWN HALL
2500 STATE HIGHWAY
EASTHAM, MA**

**FOR COPIES OF THIS WARRANT IN LARGER PRINT
OR ON TAPE, PLEASE CALL 508 240-5900.**

**Also available on the Town website
www.eastham-ma.gov**

Please bring this warrant to Town Meeting

TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 2, 2016

ARTICLE #	SHORT TITLE	PAGE #
1	GREENHEAD FLY CONTROL	6
2	DEP LIABILITY	6
3	NAUSET REGIONAL SCHOOL FUNDING AGREEMENT	6
4	REAUTHORIZE REVOLVING – FUNDS	7
5	VISITORS SERVICES BOARD	7
6	FUNDING CHAMBER OF COMMERCE GRANT	8
7	TRI TOWN DECOMMISSIONING	8
8	OPEB FUNDING	8
9	UNION AND NON UNION JOB CLASSIFICATIONS STUDY	9
10	FY16 TRANSFERS	9
11	ELECTED OFFICIALS SALARIES	9
12	MUNICIPAL OPERATING BUDGET	10
13	FY17 CAPITAL ACQUISITION ARTICLE	14
14	FIVE YEAR CAPITAL PLAN	16
15	HOME RULE CHARTER CHANGE CAPITAL PROJECTS COMMITTEE	21
16	ZONING – GROUNDWATER PROTECTION OVERLAY DISTRICT	21
17	DEBT INTEREST PAYMENTS FROM BOND PREMIUM RESERVES	29
18	ACCEPTANCE STATUTE - MULLIN RULE	29
19	CPA- RESERVES SET ASIDE	29
20	CPA – ADMINISTRATIVE EXPENSES	30
21	CPA HOUSING – EXTEND RENTAL SUBSIDY TIME AFFORDABLE HOUSING TRUST	30
22	CPA HISTORIC - CHAPEL IN THE PINES HISTORIC RENOVATION	30
23	CPA RECREATION - REHAB AND EXPAND FACILITIES AT FIELD OF DREAMS	31
24	CPA HOUSING - AFFORDABLE HOUSING TRUST STAFFING	31
25	CPA RECREATION – SHADE SHELTER AT WILEY PARK PLAYGROUND	32
26	CPA OPEN SPACE – BOND PAYMENTS –HARRIS/ASCETTINO	32
27	LAYOUT/ACCEPTANCE OF PORTION OF HAY ROAD GOV PRENCE TO BRIDGE ROAD	32
28	LAYOUT/ACCEPTANCE OF PORTION OF HAY ROAD GOV PRENCE TO WOODLAND WAY	34
29	BYLAW CHANGE – FINANCE COMMITTEE APPOINTING AUTHORITY	35
30	LONG TERM LEASE FOR PURCELL DEVELOPER	35
31	PETITION – PURCHASE T-TIME PROPERTY	35
32	PETITION – EMAIL ADDRESSES FOR ALL COMMITTEE MEMBERS, STAFF, ELECTED OFFICIALS	38
33	PETITION – PURCHASE AND EXCHANGE LAND TO CREATE 40 LAYOUT ADJACENT TO HOFFMAN LANE	38
34	ACCEPT PUBLISHED REPORTS	38

TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 2, 2016

TOWN OF EASTHAM ANNUAL TOWN MEETING WARRANT

Commonwealth of Massachusetts
Barnstable, ss. ~

To: Either of the Constables of the Town of Eastham
In the County of Barnstable

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote in Elections and Town affairs to meet at the Nauset Regional High School Gymnasium 100 Cable Road, Eastham, MA, Monday, the second day of May, Two Thousand and Sixteen, at Seven o'clock in the evening, then and there to act on the following articles in this Warrant and to meet in the Eastham Town Hall, 2500 State Highway, Eastham, MA, at 7:00 a.m. Tuesday, the seventeenth day of May next, then and there to elect the following Town Officers:

Board of Selectmen	Two Three-year terms (Vote for two)
Library Trustee	Two Three-year terms (Vote for two)
Elementary School Committee	Two Three-year terms (Vote for two)
Housing Authority	One Five-year Term (Vote for one)
Nauset Regional School Committee	One Three-year term (Vote for one)

and to act on the following question:

QUESTION 1

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued and other related costs, in order to purchase the property located at 4790 State Highway consisting of approximately 10.860 acres and shown as Map 05, Parcel 124 on the Eastham Assessors Map.

POLLS OPEN 7:00 A.M. AND CLOSE AT 8:00 P.M.

TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 5, 2016

FINANCE COMMITTEE REPORT

The role of the Eastham Finance Committee under our Town Charter is to provide recommendations to the citizens of the Town on articles and questions presented in the Town Warrant. We consider each warrant question and article carefully, seeking and receiving input from appropriate committees, consultants, departments, and interested parties before discussing each issue and reaching our conclusions. We encourage the public to attend our meetings, which are posted online and in the Town Clerk's office.

This year's warrant contains a number of items that are important to the future of Eastham, five of which are particularly critical: Article 12, the town's budget; Article 16, the Water Protection Overlay District; Articles 27 and 28 concerning Hay Road; and Article 31, the citizens petition regarding the purchase of the former T-time property.

Article 12 encompasses Eastham's budgetary request for Fiscal Year 2017. The Finance Committee recommends approval of this article and congratulates Eastham's Town Administration in their efforts to minimize increases in operating expenses. In support of that endeavor, the Eastham Elementary School Committee and the Nauset Regional School Committee have done an excellent job presenting a budget that is actually a reduction from FY 2016. The Finance Committee intends in the coming year to continue working closely with the School Committee.

Article 16 creates a zoning overlay district for ground water protection. The Finance Committee recommends approval of this article (7-0-0). Eastham is now progressing rapidly with the installation of town water. It is extremely important that the areas around the town wells are protected from contamination due to activities taking place over the recharge areas. This article defines those activities that are prohibited and therefore helps insure a continuous supply of clean water.

Articles 27 and 28 are put forth in an attempt to resolve the longstanding issues relating to Hay Road and resident accessibility to that area. The Finance Committee recommends approval of both of these articles (Article 27 5-2 and Article 28 6-1) as we felt either one would resolve the access issues. Relative to the Citizen's petition, Article 32, the committee found this an interesting proposal but was concerned relative to its feasibility and therefore recommends its rejection (3-4-0). There is a question relative to the ability to move land out of a conservation restriction and as a result could make this proposal unfeasible.

Article 31, is a Citizen's petition that proposes borrowing up to \$1,400,000 for the acquisition of the former T-Time property on State Highway 6. If the town is not able to negotiate a purchase and sale agreement, eminent domain may be needed. The Finance Committee recommends rejection of the article (3-4-0). Though acquisition of this property possibly provides more control over its use,

TOWN OF EASTHAM ANNUAL TOWN MEETING MAY 5, 2016

there are a number of concerns with the Town of Eastham assuming primary development responsibility for this parcel. The town already owns two vacant parcels waiting to be developed and adding another seems premature. Purchase of this property without a specific plan for its use adds to the citizens' tax burden without an identified benefit.

Respectfully Submitted,

Michael Hackworth, Chair
Arthur Autorino, Vice Chair
Fred Guidi, Clerk
Russ French
Gerald Cerasale

Peter Wade
John Knox
Aimee Eckman
Judy Cannon

ARTICLE 1

To see if the Town will vote to raise and appropriate or transfer from available funds **\$1,700** for Greenhead Fly Control as authorized by G.L. C.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury; or take any action relative thereto.

By Board of Selectmen

Summary:

This is a standard article to appropriate money to pay the Town's share of the Greenhead Fly Control Program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority vote required)

ARTICLE 2

To see if the Town will vote to assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts; or take any action relative thereto.

By Board of Selectmen

Summary:

All Massachusetts municipalities indemnify the DEP for work in the local communities with this standard article.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority vote required)

ARTICLE 3

To see if the Town will vote to accept the provisions of G. L. C.71, §16B, which would reallocate the sum of members towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called for fiscal year 2018; or take any action relative thereto.

By Nauset Regional School Committee

Summary:

This article will apportion the Nauset Regional School Assessments for FY18 to the four member towns based on their proportionate enrollment within the school district. This is the method provided within the inter-municipal agreement approved by the four towns establishing the Nauset Regional School District, and has been applied in each of the last ten years by town meeting vote.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 4

To see if the Town will vote to reauthorize revolving funds, as listed below, for certain town departments under M.G.L. Chapter 44, Section 53E ½ for the fiscal year beginning July 1, 2016; or take any action relative thereto.

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund	FY17 Spending Limit
Recreation – Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs	\$ 8,000
Home Composting Bin/Recycling Revolving Account	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability	\$ 1,200
Vehicular Fuel Sales Revolving Account	BOS or designee	Sale of fuel to other government entities	Purchase additional fuel for sale to other government entities	\$ 42,000
Council on Aging/Lower Cape Adult Day Center Revolving Acct	COA Director	Funds from fees, charges for COA programs and performances	Pay for additional COA programs and performances	\$ 12,500

By Board of Selectmen

Summary:

Massachusetts State law requires annual authorization of revolving funds.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 5

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$10,000** from Fiscal Year 16 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitors Services Board on the following items: Landscaping, lighting, and holiday decorations and general improvement on Windmill Green \$3,000, Flower Island support \$500, and Summer concerts, \$6,500; or take any action relative thereto.

By Visitor Services Board

Summary:

This is an annual article to fund activities of the Visitors Services Board, which enhance and promote tourism in the Town.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 6

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$16,000** to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth; or take any action relative thereto.

By Board of Selectman/Chamber of Commerce

Summary:

Annually the Town has supported a grant to the Chamber of Commerce to assist in paying for the operation of the Information Booth. This year the amount of the grant is \$16,000. This money is used primarily for staff salaries. The Town continues to provide maintenance services and utilities to this town owned property.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 7

To see if the Town will vote to raise and appropriate, and/or transfer from available funds the sum of **Seventy Thousand and 00/100 Dollars** (\$70,000) to be combined with other monies appropriated in Article 6, Annual Town Meeting May 5, 2014 and Article 19, Annual Town Meeting May 4, 2015, for costs associated with the closure, decommissioning, demolition permitting and design under the Intermunicipal Agreement between the Towns of Orleans, Brewster and Eastham for the Construction, Management and Operation of a Septage Treatment Facility, and to solicit bids and/or proposals as necessary, and enter into a contract or contracts and expend said funds for this purpose; or take any action relative thereto.

By Board of Selectmen/Tri Town Board of Managers

Summary:

The original Tri-Town Septage Treatment plant was constructed in 1985 under an inter-municipal agreement between the Towns of Orleans, Eastham, and Brewster; this agreement will expire on December 31, 2016. The Boards of Selectmen of the member communities have voted not to extend the agreement and move ahead with plans to demolish and remove the facilities. The plant is scheduled to close on June 1, 2016 and commence a three month process to decommission the facilities in preparation for demolition. A contract for engineering services to oversee decommissioning and complete the permitting and design for the demolition of the facility will begin following the plant closure. The demolition project will go out to bid in early 2017 with the results presented to the annual town meetings in May 2017 for funding. This article makes available \$180,000 to fund our share of the projected costs.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 8

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$50,000** to add to the Trust Fund for Other Post-Employment Benefits (OPEB) as provided under Chapter 40, Section 5B of the General Laws which is to be reserved for appropriation for the purpose of funding future post-employment benefits, other than pensions; or take any action relative thereto.

By Board of Selectmen

Summary:

This article seeks to appropriate funds to add to the trust fund reserved for future post-employment benefit costs (OPEB's), which was established by Town Meeting in May 2014. The Town currently,

has joined with other municipalities in the Plymouth County OPEB Trust (PCOT) municipal trust fund that manages and invests the fund deposited by all participants.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 9

To see if the Town will vote to transfer from Annual Town Meeting Article 16, May 2014 available funds, the sum of **\$20,000** for the purpose of conducting a classification study for positions within the Employee Association, and other union and non-union positions in the Town, or take any action relative thereto.

By Board of Selectmen

Summary:

As part of the last negotiated settlement with the Employees Association which represents the majority of department heads and support staff, the Town agreed that a new job classification study should be done before new contract negotiations are started. The contract expires on June 30, 2017. We should start the job description and reclassification study in the summer to be able to use that data as part of the next round of negotiations. A consultant will be hired to do this work.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 10

To see if the Town will vote to transfer and appropriate a sum of money to various accounts for meeting the remaining expenses for Fiscal Year 2016; or take any action relative thereto.

By Board of Selectmen

Summary:

This article authorizes fund transfers to cover anticipated shortfall(s) in current fiscal year funding.

BOARD OF SELECTMEN RECOMMENDATION: At Town Meeting

FINANCE COMMITTEE RECOMMENDATION: At Town Meeting

(Majority vote required)

ARTICLE 11

To see if the Town will vote to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41, General Laws, as amended, and to raise and appropriate or transfer from available funds the following sums of money for salaries:

Moderator	\$ 500
Town Clerk	\$68,664
Selectmen (5) 2,500 each	\$12,500
Total	\$81,664

or take any action relative thereto.

By Elected Officials

Summary:

The Town Clerk salary has been increased by 2%, which is the cost of living increase for all union and non-union staff this year. The Board of Selectmen annual salary is increased by \$500.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 12

To see if the Town will vote to act on the operating budget, including recommendations and reports of the Selectmen, Finance Committee and other Town Officials, and to see if the Town will vote to raise and appropriate or transfer from receipts reserved, and other available funds and accounts, the sum of **\$25,641,738** and further to transfer from the dog receipts reserved (free cash so called) the additional sum of **\$2,500** to the Library, line item 57; or take any action relative thereto.

By Board of Selectmen

Summary:

Article 12 is the town and school operating budget for Fiscal Year 17. It contains the operating expenses for all the municipal departments including all three schools, (Eastham Elementary, Cape Cod Regional Technical High School, and the Nauset Regional School District). Although this year the budget is up by 6.6%, it is a balanced budget that does not require an override. After funding this budget (ARTICLE 12), the town will have excess levy capacity of approximately \$300,000.

With respect to the municipal portion of the budget, exclusive of the schools, the key sectors with significant change include Public safety, (Lines 25-36), Public Works & Sanitation (Lines 41-47), Culture and Recreation (Lines 57-60), Other Expenses (Lines 71-75), and Debt Service (Lines 61-70). An examination of the various sectors of the budget show increases in some areas and reductions in others. For example, in the general government sector the increase is less than 1%. However, Public Works and Sanitation, (Lines 41-47), show a significant increase of just over 12% or \$200,000. This increase is due to rising SEMASS fees as well as an increase in the volume of residential trash brought in by commercial haulers. We will continue to review the fees and monitor costs here and in other areas to try to capture appropriate revenue for operations. Another area with a significant increase is the Other Government Expense category that includes employee health insurance. This expense budget is up 8.10%.

For the education sector, (Lines 37-40), there is a decrease in Eastham Elementary School and Nauset Regional School District requests. There is a major increase (30%) or \$93,092 in the Cape Cod Regional Technical High School assessment due to an increase in the number of Eastham students attending the school in relation to the other towns in the district. The reduction in the Nauset Regional School District request and the Eastham Elementary School request reflects a reduction in the number of students in those schools, combined with the timing of the debt payments for the Nauset Regional District being formally bonded, thus reducing the payments.

The Library salary line increased to reflect an additional 1.5 personnel that will be needed for operating the new library. The new building is expected to open this fiscal year and is twice the size of the old structure. The need for additional staff was identified when the expansion plans were discussed at Meeting. Those staff will be added this year and are shown in the budget.

The Debt and Banking services sector of the budget increased 38.32% this year to reflect the debt payments primarily for the installation of the public water system. The funds for this project are borrowed from the State Revolving Loan Fund (SRF). We were able to secure preferred financing, with a 30-year loan term at 2.4% interest rate. Additionally, the town qualifies for and will receive some principal forgiveness. The "forgiveness" amount is determined at the end of each year after all approved projects have been funded. We anticipate our forgiveness will represent between 3 and 4% of the principal borrowed. Our current loan commitment is for \$28.5 million of which \$24.5 million has been bonded by the state.

The budget, as presented, includes the continuation of all current programs and services at their current levels and the necessary increase in Library staffing to operate the new facility. It provides

for educational services as requested by all three school departments, and continues to cover the short-term municipal expenses related to landfill testing, litigation and mitigation efforts. It is anticipated that some landfill related expenses will be reduced or eliminated as the municipal water system comes on line this year.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0 (individual line vote listed below)

(Majority vote required)

LINE #		FY16 APPROVED	FY17 SELECTMEN'S	FIN COMM
	GENERAL GOVERNMENT	BUDGET	BUDGET	REC
1	SELECTMEN/TN ADMINISTRATOR OFFICE SALARY	387,649.00	\$391,514.35	7-0
2	SELECTMEN/TOWN ADMINISTRATOR EXPENSE	16,100.00	\$16,100.00	7-0
3	RESERVE FUND	65,000.00	\$65,000.00	7-0
4	TOWN ACCOUNTANT OFFICE SALARY	154,382.00	\$185,933.41	7-0
5	TOWN ACCOUNTANT EXPENSE	34,620.00	\$34,620.00	7-0
6	ASSESSOR OFFICE SALARY	190,995.00	\$191,395.48	7-0
7	ASSESSOR EXPENSE	25,230.00	\$27,430.00	7-0
8	TREASURER/COLLECTOR OFFICE SALARY	199,283.00	\$205,418.10	7-0
9	TREASURER/COLLECTOR EXPENSE	7,970.00	\$7,970.00	7-0
10	LEGAL SERVICES EXPENSE	80,000.00	\$80,000.00	7-0
11	DATA PROCESSING SALARY	151,061.00	\$133,937.37	7-0
12	DATA PROCESSING EXPENSE	153,755.00	\$165,829.00	7-0
13	TAX TITLE EXPENSE	7,000.00	\$7,000.00	7-0
14	CENTRAL PURCHASING SUPPLY & SERVICE	77,889.00	\$103,205.19	7-0
15	TOWN CLERK/ELECTIONS OFFICE SALARY	95,113.00	\$104,389.81	7-0
16	TOWN CLERK /ELECTIONS EXPENSE	10,740.00	\$10,740.00	7-0
17	NATURAL RESOURCES/CONSERVATION SALARY	331,355.00	\$334,870.19	7-0
18	NATURAL RESOURCES/CONSERVATION EXPENSE	26,841.00	\$26,865.00	7-0
19	ENVIRONMENTAL PLANNING/ HOUSING/GIS	78,853.00	\$91,099.70	7-0
20	ENVIRONMENTAL PLNG/ HSG/GIS EXPENSE	2,735.00	\$2,915.00	7-0
21	MUNICIPAL BUILDINGS SALARY	152,386.00	\$155,867.80	7-0
22	MUNICIPAL BUILDINGS EXPENSE	50,236.00	\$53,116.00	7-0
23	ENERGY FUELS EXPENSE	341,000.00	\$263,040.45	7-0
24	ENGINEERING & SUPPORT SERVICES EXPENSE	4,000.00	\$4,000.00	7-0
		\$2,644,193.00	\$2,662,256.84	
	PUBLIC SAFETY & INSPECTIONAL SERVICES			
25	POLICE SALARY	1,609,009.00	\$1,610,266.58	7-0
26	POLICE EXPENSE	145,501.00	\$116,195.00	7-0
27	POLICE CAPITAL		\$14,000.00	7-0
28	FIRE SALARY	1,750,682.00	\$1,759,497.11	7-0
29	FIRE EXPENSE	127,730.00	\$158,776.00	7-0
30	FIRE CAPITAL EXPENSE	104,500.00	\$272,065.00	7-0

31	DISPATCHING SALARY	316,062.00	\$309,157.72	7-0
32	DISPATCHING EXPENSE	2,700.00	\$2,700.00	7-0
33	BUILDING/PLMBG/ELEC INSP SALARY	207,843.00	\$210,476.99	7-0
34	BUILDING/PLMBG/ELEC INSP EXPENSE	3,049.00	\$4,935.00	7-0
35	EMERGENCY MANAGEMENT EXPENSE	100.00	\$100.00	7-0
36	TREE WARDEN EXPENSE/DUTCH ELM/ PEST	7,590.00	\$7,590.00	7-0
		\$4,274,766.00	\$4,465,759.39	
	EDUCATIONAL SERVICES			
37	ELEMENTARY SCHOOL OPERATIONS	3,528,246.00	\$3,420,926.00	7-0
38	NAUSET REGION CAPITAL ASSESSMENT	113,296.00	\$58,532.00	7-0
39	NAUSET REGION OPERATING ASSESSMENT	4,994,191.00	\$4,886,205.00	6-0
40	CAPE COD REGIONAL TECHNICAL SCHOOL	216,660.00	\$309,752.00	7-0
		\$8,852,393.00	\$8,675,415.00	
	PUBLIC WORKS & SANITATION			
41	GENERAL MAINTENANCE SALARY	501,615.00	\$514,922.30	7-0
42	GENERAL MAINTENANCE EXPENSE	131,087.00	\$155,587.00	7-0
43	GENERAL MAINTENANCE CAPITAL	0.00	\$53,810.85	7-0
44	SNOW & SANDING EXPENDITURES	51,612.00	\$83,132.00	7-0
45	STREET LIGHTING EXPENSE	7,600.00	\$7,600.00	7-0
46	WASTE COLLECTION & DISPOSAL SALARY	185,528.00	\$190,965.12	7-0
47	WASTE COLLECTION & DISPOSAL EXPENSE	529,027.00	\$600,022.60	7-0
		\$1,406,469.00	\$1,606,039.87	
	HEALTH & HUMAN SERVICES			
48	VETERANS' GRAVE OFFICER	75.00	\$75.00	7-0
49	PUBLIC HEALTH SALARY	188,830.00	\$190,892.17	6-0-1
50	PUBLIC HEALTH EXPENSE	24,620.00	\$24,620.00	6-0-1
51	INSPECTION OF ANIMALS EXPENSE	250.00	\$250.00	7-0
52	COUNCIL ON AGING/ADC SALARY	250,699.00	\$238,203.36	7-0
53	COUNCIL ON AGING/ADC EXPENSE	21,141.00	\$20,807.00	7-0
54	VETERANS' SERVICES - EXPENSE	19,900.00	\$20,237.00	7-0
55	VETERANS' SERVICES - BENEFITS	13,000.00	\$13,000.00	7-0
56	HUMAN SERVICES AGENCIES	67,000.00	\$68,980.00	7-0
		\$585,515.00	\$577,064.53	
	CULTURE & RECREATION			
57	LIBRARY SALARY	250,026.00	\$319,616.68	7-0
58	LIBRARY EXPENSE	72,325.00	\$86,777.00	7-0

59	BEACH & RECREATION SALARY	279,498.00	\$282,676.26	7-0
60	BEACH & RECREATION EXPENSE	60,830.00	\$67,670.00	7-0
		\$662,679.00	\$756,739.94	
	DEBT AND BANKING SERVICES			
61	FIRE STATION	150,000.00	\$0.00	7-0
62	LIBRARY BOND.	225,000.00	\$225,000.00	7-0
63	INTEREST EXPENSE (LONG/SHORT TERM)	398,320.00	\$916,881.64	7-0
64	TAX ANTICIPATION NOTES/BANS	60,000.00	\$10,000.00	7-0
65	SEPTIC BETTERMENT LOANS	20,400.00	\$20,400.00	7-0
66	PURCELL LAND PURCHASE	40,000.00	\$45,000.00	7-0
67	EASTHAM ELEMENTARY SCHOOL RENOVATION	410,000.00	\$410,000.00	7-0
68	MUNICIPAL WATER	395,000.00	\$395,000.00	7-0
69	MUNICIPAL WATER SRF LOAN PAYMENT		\$561,627.00	7-0
70	BANK AGENT PAYING FEES & CHARGES	3,000.00	\$175,191.07	7-0
		\$1,701,720.00	\$2,759,099.71	
	OTHER EXPENSES (GENERAL GOVT)			
71	EMPLOYEE BENEFITS/TRAINING	13,500.00	\$13,500.00	7-0
72	BARN. COUNTY RETIREMENT ASSESSMENT	1,325,677.00	\$1,438,962.00	7-0
73	TOWN INSURANCE - UNEMPLOYMENT EXP	10,000.00	\$20,000.00	7-0
74	TOWN INSURANCE - EMPLOYEE HEALTH	2,115,000.00	\$2,335,000.00	7-0
75	TOWN INSURANCE- PROPERTY PROT	340,000.00	\$331,900.00	7-0
		\$3,804,177.00	\$4,139,362.00	
	TOTAL	\$23,931,912.00	\$25,641,737.29	

ARTICLE 13

To see if the Town will vote to raise and appropriate and/or transfer from available funds the sum of **\$622,500** to purchase the following capital items, make improvements to capital facilities as listed below; or take any action relative thereto.

By Board of Selectmen

Summary:

Article 13 is the annual capital acquisition article. All items were shown on a previously approved five year capital plan so a simple majority vote is needed to proceed. This article is funded using the following sources; \$421,500 of Free Cash, \$116,000 transferred from Ambulance Receipts Reserved Account, \$15,000 from the Cable TV Receipts Reserved, and \$70,000 from the tax levy.

There is a heavy emphasis this year on safety and technology. With respect to safety, we are replacing all the air packs for the Fire Department. The current equipment is outdated and needs to be replaced. We had anticipated replacement on a slower scale, but the regulations indicate that the current Scott Packs are not compliant with current regulations.

Technology, (IT) is a fast moving area where innovations occur very rapidly and new hardware and software acquisitions are necessary to keep pace. The IT innovations where we focus our energy, have the potential to improve municipal customer service and efficiency. To this end, this article steps up our investment significantly. Amounts included in the capital plan have been increased and some items have been accelerated on the schedule to acquire them now instead of later. In addition to the funding in this article, we are competing for a major grant to expedite funding of necessary improvements. Correcting and improving communications in phones, enhancing our email availability, public access to information and enhancing software used for permitting and website activities are all elements in the grant application.

Included in this request is the first year of a three-year lease for a vehicle for the assessing department. We have been using used cars that have been replaced in other departments. The last such vehicle was the former Fire department vehicle that had a major mechanical problem and had to be removed from service. We will try to purchase an energy efficient vehicle primarily for use by the Data Collector in the Assessing department, however the car will be used by other departments as available.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority vote required)

TOTAL CAPITAL FUNDS NEEDED BY SOURCE (KEY)

F = FREE CASH	\$421,500.00
A = AMBULANCE RECEIPTS	\$116,000.00
T = TAX LEVY	\$70,000.00
CT=CABLE TV REVENUE	\$15,000.00
TOTAL	\$622,500.00

FY17 CAPITAL ARTICLE			
ARTICLE 13			
ITEM	DEPARTMENT	ITEM	FY17
	DATA PROCESSING		
1		COMPUTER HARDWARE/SPECIALIZED SOFTWARE	\$69,000.00 F
2		SERVER UPGRADES/NETWORK ENHANCEMENTS	\$12,000.00 F
3		FIBER OPTIC CABLE/OPEN CAPE CONNECTION	\$10,000.00 CT
4		VIDEO EQUIPMENT UPGRADES/DIGITAL CAMERAS	\$5,000.00 CT
5		COMPUTER SOFTWARE/EMAIL UPGRADE	\$22,000.00 F
6		UPGRADE TELEPHONE SYSTEM - ALL BLDGS (VOIP)	\$10,000.00 F
	SUB-TOTAL		\$128,000.00
	ASSESSING/INSPECTION VEHICLES		
7		DATA COLLECTOR/ PLANNER/INSPECTOR VEHICLE (THREE YR LEASE NEW)	\$8,000.00 F
	SUB-TOTAL		\$8,000.00
	MUNICIPAL BUILDINGS EQUIPMENT		
8		VACUUM/CARPET CLEANERS/ LADDERS	\$2,000.00 F
	SUB-TOTAL		\$2,000.00
	MUNICIPAL BUILDINGS IMPROVEMENTS		
9		PROJECT CONTINGENCY: MAJOR REPAIRS, PAINTING ETC	\$30,000.00 F
10		CONNECT MUNICIPAL BUILDING TO TOWN WATER	\$25,000.00 F
	SUB-TOTAL		\$55,000.00
11	T.H.	REPLACE EXISTING A/C UNITS	\$40,000.00 F
12	INFO/WMILL	WINDMILL/INFO/ANCIENT CEMETERIES/BRACKETT PORT	\$10,000.00 F
	SUB-TOTAL		\$50,000.00
13	DPW/NR	NR BLDG PAINT EXTERIOR	\$5,000.00 F
	SUB-TOTAL		\$5,000.00
14	POLICE	REPLACE SHINGLES, ROOF & SIDEWALL & WALKWAY	\$50,000.00 F
	SUB-TOTAL		\$50,000.00
15	SCHOOL	ROUTINE PAINTING ROTATION	\$5,000.00 F
16		BUILDING MAINTENANCE/IMPROVEMENTS	\$25,000.00 F
	SUB-TOTAL		\$30,000.00
	BEACHES/RECREATION		
17		WALKWAYS/DUNE MAIN FENCING/MOBI MAT EXTEND	\$10,000.00 F
	SUB-TOTAL		\$10,000.00
	DPW		
18		ORDINARY ROAD M & R (NOT CHAP 90)	\$60,000.00 T
19		NEW TRASH TRAILERS	\$70,000.00 F
	SUB-TOTAL		\$130,000.00
	POLICE		
20		DEFIBRILATORS REPLACEMENT	\$2,500.00 F
21		PORTABLE RADIOS (3)	\$10,000.00 T
22		LAP TOP COMPUTER IN CAR REPLACEMENT (4)	\$26,000.00 F
	SUB-TOTAL		\$38,500.00
	FIRE (EQUIP)		
23		REPLACE SELF CONTAINED BREATHING APPRATUS	\$116,000.00 A
	SUB-TOTAL		\$116,000.00
	TOTAL		\$622,500.00

ARTICLE 14

To see if the Town will, in accordance with Chapter 6-6A of the Eastham Home Rule Charter, vote to accept the Capital Improvement Plan for FY18-FY22 as printed below; or take any action relative thereto.

By Board of Selectmen

Summary:

The five-year Capital Plan, covering all departments and the Eastham Elementary School includes vehicles, technology upgrades, studies, equipment, supplies, and improvements to municipal buildings. Each year all town departments, including the elementary school, submit items for inclusion on the five-year plan. Those items are reviewed and placed on the plan with an estimate of the cost of the item or program, and most often, they are added to the fifth year of the plan.

The current year's plan we call the acquisition article, and this is shown as Article 13 and represents the items the town will purchase or invest in for the coming fiscal year and were usually shown on a previously approved five-year plan. Article 14 details the current five year plan and includes such items as: the Rock Harbor dock replacement, radio replacements for the fire and police departments, vehicle replacements, large maintenance items for town buildings such as replacing HVAC systems or roofs, road maintenance, and hardware and software improvements. Some new items that have been placed on the plan are a ladder truck for the Fire Department and a replacement of the special hazards truck with a five-year lease. All amounts and items shown in the five-year capital improvement plan are estimates and subject to review, refinement, additions, and deletions at each town meeting where the plan is authorized.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

FIVE YEAR CAPITAL PLAN FY18-FY22						
DEPARTMENT	ITEM	FY18	FY19	FY20	FY21	FY22
DATA PROCESSING						
1	COMPUTER HARDWARE/SPECIALIZED SOFTWARE	\$44,000.00 F	\$210,000.00 F	\$25,000.00 F	\$25,000.00 F	\$25,000.00 F
2	SERVER UPGRADES/NETWORK ENHANCEMENTS	\$12,000.00 F		\$25,000.00 F	\$15,000.00 F	\$15,000.00 F
3	FIBER OPTIC CABLE/OPEN CAPE CONNECTION					\$10,000.00 F
4	VIDEO EQUIPMENT UPGRADE/DIGITAL CAMERAS		\$5,000.00 CT		\$5,000.00 CT	
5	LASER/FICHE UPGRADES/EXPANSION	\$30,000.00 F				\$20,000.00 F
6	REPLACE PLOTTER/SCANNERS					
7	MOBILE COMPUTING & TABLET ACQUISITION/REPLACEMENT	\$3,000.00 F	\$3,000.00 F		\$8,000.00 F	
8	SOFTWARE UPGRADES/CLOUD APPLICATIONS		\$210,000.00 F		\$5,000.00 F	\$25,000.00 F
9	GIS FLYOVER/DATA COLLECTION AND ORTHO PHOTOS					
SUB-TOTAL		\$89,000.00	\$48,000.00	\$50,000.00	\$108,000.00	\$95,000.00
CONVADULT DAYCARE						
10	VAN REPLACEMENT		\$34,000.00 PHMT		\$36,000.00 PHMT	
SUB-TOTAL			34,000.00	0.00	\$36,000.00	\$0.00
ASSESSING/INSPECTION VEHICLES						
11	DATA COLLECTOR VEHICLE	\$8,000.00 F	\$8,000.00 F			\$10,000.00 F
12	PLANNER/INSPECTOR VEHICLE	\$8,000.00 F		\$8,000.00 F		
SUB-TOTAL		\$16,000.00	\$16,000.00	\$8,000.00	\$0.00	\$10,000.00
NATURAL RESOURCES						
13	4x4 PICK UP TRUCK					
14	4X4 PICK UP TRUCK	\$15,000.00 F	\$15,000.00 F	\$15,000.00 F		
15	SAND DRIFT FENCE - VARIOUS LOCATIONS				\$35,500.00 F	
16	BOAT MOTOR 130HP/50HP	\$15,000.00 F			\$15,000.00 F	
17	EQUIPMENT CHAINSAWS/PRESSURE WASHER				\$2,500.00 F	
18	HERRING RUN GATE & IMPROVEMENTS	\$3,000.00 F			\$2,000.00 F	
19	PORTABLE GPS				\$2,500.00 F	
20	KUBOTA TRACTOR TRAILER REPLACEMENT					\$7,500.00 F
SUB-TOTAL		\$33,000.00	\$15,000.00	\$15,000.00	\$57,500.00	\$7,500.00
HARBOR IMP.						
21	DREDGE ROCK HARBOR DOCK WALKWAY IMPROVEMENT	\$50,000.00 D	\$50,000.00 D	\$50,000.00 D	\$50,000.00 D	\$50,000.00 D
SUB-TOTAL		\$50,000.00	\$50,000.00	\$50,000.00	\$50,000.00	\$50,000.00
MUNICIPAL BUILDINGS EQUIPMENT						
22	VACUUM CARPET CLEANERS/LADDERS		\$2,000.00 F		\$2,000.00 F	
23	VAN REPLACEMENT		\$15,000.00 F			
24	COPIER/POSTAGE METERS			\$25,000.00 F		
25	FLOOR MACHINE/SNOW BLOWER	\$1,400.00 F			\$1,400.00 F	
SUB-TOTAL		\$1,400.00	\$17,000.00	\$25,000.00	\$3,400.00	\$0.00
MUNICIPAL BUILDINGS IMPROVEMENTS						
26	ALL PROJECT CONTINGENCY; MAJOR REPAIRS; PAINTING ETC.	\$30,000.00 F	\$45,000.00 F	\$45,000.00 F	\$45,000.00 F	\$45,000.00 F
27	REPAIRS TO EXISTING BUILDING		\$45,000.00 F			
28	CONNECT MUNICIPAL BUILDING TO TOWN WATER					
29	MECHANICAL SYSTEMS OVERHAUL	\$15,000.00 F			\$20,000.00 F	
30	REPLACE VAULT A/C UNITS	\$9,000.00 F				
31	REPLACE CIRCULATOR PUMPS					
32	REPLACE HOT WATER TANK	\$3,000.00 F				
33	REPLACE EXISTING A/C UNITS				\$3,000.00 F	

FIVE YEAR CAPITAL PLAN FY18-FY22						
DEPARTMENT	ITEM	FY18	FY19	FY20	FY21	FY22
34	INFO W/MAIL WINDMILL/INFO/ANCIENT CEMETERIES/BRACKETT PORT.					
35	REC BLDG FURNISHINGS	\$6,000.00 F		\$7,000.00 F		
36	RENOVATION/EXPANSION HEAT/AIR COND/ SENIOR CENTER		\$10,000.00 F			
37	COA COPIER REPLACEMENT		\$3,000,000.00 D			
38	EXTERIOR MAINTENANCE - STUCCO DPW BLDG	\$20,000.00 F			\$5,000.00 F	
39	EXPAND DPW GARAGE SPACE/INTERIOR RENOVATION	\$10,000.00 F				
40	NR BLDG PAINT EXTERIOR		\$1,500,000.00 D			
41	POLICE REPLACE HOT WATER TANK				\$20,000.00 F	
42	REPLACE 2 OF 4 AIR HANDLING UNITS		\$11,000.00 F		\$15,000.00 F	
43	KITCHEN/LOCKER RM/TRAINING RM UPGRADES	\$250,000.00 D			\$3,000.00 F	
44	BUILDING MAINTENANCE (VARIOUS ITEMS) BLDG 5+ YRS (\$20,000.00 A				
45	PAINTING INTERIOR/EXTERIOR			\$25,000.00 F		
46	REPLACE ROOF					\$25,000.00 A
47	LIBRARY FURNISHING, COMPUTERS/FINAL FINISHING NEW BUILDING		\$45,000.00 F			
48						
SUB-TOTAL		\$363,000.00	\$4,656,000.00	\$77,000.00	\$131,000.00	\$70,000.00
49	SCHOOL ROUTINE PAINTING ROTATION					
50	REPLACE PLAYGROUND/BASKETBALL COURT SURFACE	\$30,000.00 F	\$5,000.00 F		\$5,000.00 F	
51	REPLACE PLAYGROUND/BASKETBALL COURT SURFACE			\$10,000.00 F		
52	GYM FLOOR REFINISHING		\$6,000.00 F			
53	COMPUTER HARDWARE/REPLACEMENTS/UPGRADES	\$15,000.00 F		\$25,000.00 F		\$25,000.00 F
54	BUILDING MAINTENANCE/IMPROVEMENTS	\$25,000.00 F				\$50,000.00 F
55	SEPTIC IMPROVEMENTS					
56	PHONE SYSTEM UPGRADE					
57	SOUNDPROOF CAFE/MUSIC ROOM					
58	REPLACE CAFE TABLES			\$13,000.00 F		
59	GYM ELECTRIC BACKSTOP					\$8,000.00 F
60	PORTABLE WIRELESS SOUND SYSTEM			\$1,000.00 F		
61	PORTABLE SLIDE OUT STAGE IN GYM			\$25,000.00 F		
62	CAFE FLOOR EPOXY		\$5,000.00 F			
63	MAIN CORRIDOR TILE REPLACEMENT				\$20,000.00 F	
64	CLASSROOM TILE REPLACEMENT					
65	REPLACE CARPET MUSIC/LIBRARY ROOM		\$4,000.00 F			
66	REPLACE/UPGRADE CLOCK - COMPUTERIZED					
67	HVAC OVERHAUL/REPLACE			\$7,000.00 F		
68	INDOOR/OUTDOOR LIGHTING REPL/CEILING UPGRADE					
69	KITCHEN PROOFER WARMER REPLACEMENT	\$2,500.00 F				
70	BOOSTER WATER HEATER KITCHEN				\$1,500.00 F	
71	KITCHEN REFRIGERATOR REPLACEMENT		\$6,000.00 F			
72	REPLACE CONVECTION OVEN	\$5,500.00 F				
SUB-TOTAL		\$63,000.00	\$66,000.00	\$71,000.00	\$70,500.00	\$118,000.00

FIVE YEAR CAPITAL PLAN FY18-FY22						
DEPARTMENT	ITEM	FY18	FY19	FY20	FY21	FY22
BEACHES/RECREATION						
73	UPGRADE/ADA BATH HOUSES		\$15,000.00 F	\$20,000.00 F		
74	PARKING LOT REPAIRS (VARIOUS LOCATIONS)	\$10,000.00 F			\$10,000.00 F	
75	ADA BEACH CHAIR	\$3,000.00 F			\$3,500.00 F	
76	4 X 2 TRUCK	\$30,000.00 F			\$32,000.00 F	
77	4 X 2 TRUCK		\$30,000.00 F			
78	B-BALL RESURFACE BASEBALL BACKSTOP REPLACING	\$15,000.00 F			\$90,000.00 F	
79	PICKLEBALL COURTS (NEW ACTIVITY)				\$10,000.00 F	
80	BEACH GATE SHACKS				\$9,000.00 F	
81	WALKWAY/DRIVE MAIN FENCING/MOBIL MAT EXTEND	\$20,000.00 F	\$25,000.00 F		\$20,000.00 F	\$20,000.00 F
82	REPLACE SOFT BALL SHEDS (2)				\$20,000.00 F	\$15,000.00 F
83	OUTDOOR SHOWERS @ WILEY PARK/COOK'S BROOK,			\$50,000.00 F		
84	NEW BATHHOUSE FIRST ENCOUNTER		\$750,000.00 D			
SUB-TOTAL		\$78,000.00	\$820,000.00	\$70,000.00	\$174,500.00	\$55,000.00
DPW						
85	REPLACE/REFURBISH HYDRAULIC TRUCK LIFT	\$45,000.00 F				
86	ONE TON DUMP	\$15,000.00 F	\$55,000.00 F	\$55,000.00 F		
87	3/4 TON PICK UP	\$15,000.00 F	\$15,000.00 F			\$20,000.00 F
88	SANDER	\$18,000.00 F			\$20,000.00 F	
89	INTERL DUMP 6 WHEEL LARGE/LEASE/purchase	\$35,000.00 F	\$35,000.00 F	\$35,000.00 F	\$35,000.00 F	\$30,000.00 F
90	EXTRA LARGE DUMP 10 WHEELER (LEASE PURCHASE 5 YR)	\$40,000.00 F	\$40,000.00 F	\$40,000.00 F	\$40,000.00 F	\$40,000.00 F
91	ORDINARY ROAD M & R (NOT CHAP 90)	\$180,000.00 T	\$190,000.00 T	\$200,000.00 T	\$250,000.00 T	\$300,000.00 T
92	NEW TRASH TRAILERS	\$60,000.00 F				
93	SLOPE MOWER				\$30,000.00 F	
94	REPLACE/ADD RECYCLING COMPACTOR		\$20,000.00 F	\$40,000.00 F	\$30,000.00 F	\$35,000.00 F
95	LOADER REPLACEMENT (544)		\$40,000.00 F	\$40,000.00 F	\$40,000.00 F	
96	TWO (2) 40 YARD OPEN TOP ROLL OFF CONTAINERS	\$8,000.00 F	\$8,000.00 F	\$8,000.00 F	\$8,000.00 F	
97	ONE (1) 40 YARD CLOSED TOP ROLL OFF REFURB	\$8,500.00 F				
98	STORM DRAIN UPGRADE/IMPROVEMENT/REPLACEMENTS	\$75,000.00 F		\$80,000.00 F		\$90,000.00 F
99	MOWER REPLACEMENTS (2 mowers)			\$20,000.00 F		
100	SWEEPER REPLACEMENT (FIVE YEAR LEASE, \$150k)	\$30,000.00 F	\$30,000.00 F	\$30,000.00 F	\$30,000.00 F	
101	AIR COMPRESSOR (185 CFM) MOBILE					\$20,000.00 F
102	STATIONARY AIR COMPRESSOR	\$5,000.00 F				
103	"Mini" EXCAVATOR			\$35,000.00 F		
104	ROLL OFF TRUCK (YARD USE ONLY)				\$26,000.00 F	
SUB-TOTAL		\$479,500.00	\$433,000.00	\$883,000.00	\$499,000.00	\$535,000.00
POLICE						
105	DEFIBRILLATORS REPLACEMENT					
106	UNMARKED ADMIN VEHICLE 4X4(3 YR LEASE)		\$11,000.00 T	\$7,000.00 T		
107	CRUISER w video	\$34,000.00 T	\$34,000.00 T	\$34,000.00 T	\$34,000.00 T	\$36,000.00 T
108	CRUISER	\$34,000.00 T	\$36,000.00 T	\$36,000.00 T	\$36,000.00 T	\$38,000.00 T
109	REPLACE (8000lbs) PORTABLE RADIOS/ DISPATCH CONSOLI				\$531,696.00 F	
110	LAP TOP COMPUTER IN CAR REPLACEMENT (4)					\$25,000.00 F
111	BULLET PROOF VEST REPLACEMENT (ALL)			\$20,000.00 F		
112	NEW SPEED TRAILER	\$8,000.00 F				\$8,000.00 F
113	RADAR EQUIPMENT UPGRADE/REPLACEMENT			\$6,000.00 F		
114	DIGITAL VIDEO FOR CRUISERS				\$40,000.00 F	
115	TASER REPLACEMENTS	\$9,000.00 F			\$15,000.00 F	
116	HANDGUN REPLACEMENT					
SUB-TOTAL		\$96,000.00	\$81,000.00	\$103,000.00	\$66,000.00	\$107,000.00

FIVE YEAR CAPITAL PLAN FY18-FY22						
DEPARTMENT	ITEM	FY18	FY19	FY20	FY21	FY22
FIRE (EQUIP)						
117	REPLACE AMBULANCE (CHG BUY TWO SAME TIME)	\$175,000.00 A				\$200,000.00 A
118	LADDER TRUCK (5 YEAR LEASE \$1 MILLION)					\$200,000.00 A
119	SQUAD 1 REPLACEMENT (TRUCK 160)					\$50,000.00 A
120	ADMINISTRATIVE VEHICLE (DEP CHIEF) REPLACE 2 @ 40K		\$28,000.00 A			
121	REPLACE SPECIAL HAZARDS TRUCK (9) (5 YEAR LEASE)		\$100,000.00 A			\$100,000.00 A
122	REPLACE COPIER					
123	UPGRADE REPLACE AIR PACKS - 4.5L			\$10,000.00 A		\$10,000.00 A
124	THERMAL IMAGING	\$10,000.00 A		\$12,000.00 A		
125	HYDRANT, 2.5" SPECIAL EQUIPMENT				\$10,000.00 A	
126	REPLACE GAS METER			\$5,000.00 A		\$5,000.00 A
127	COMPUTER SOFTWARE ENHANCEMENTS	\$20,000.00 A				
128	MOBILE/DESKTOP COMPUTER HARDWARE ENHANCEMENT/ADDITIONS		\$20,000.00 A			
129	FIRE SUPPRESSION UPGRADES/REPLACEMENT/FOAM	\$5,000.00 A		\$5,000.00 A		\$5,000.00 A
130	RESCUE/MEDICAL EQUIP UPGRADE/REPLACEMENT					
131	CARDIAC MONITORS (2) (AED)	\$64,000.00 A			\$15,000.00 A	
132	JAWSAIR BAGS/EXTRACTION EQUIPMENT					
133	SPECIALTY GEAR, TURNOUT SUITS, SURVIVAL SUIT	\$25,000.00 A	\$10,000.00 A			
134	RADIO REPLACEMENT/UPGRADES			\$10,000.00 A		
135	FIRE TROOP (VARIOUS SIZES) CONTINUOUS REPL			\$10,000.00 A		
136	SUB-TOTAL	\$109,000.00	\$158,000.00	\$180,000.00	\$383,000.00	\$570,000.00
137	RESOURCE LAND MANAGEMENT PLANS					
138	LONG RANGE PLAN IMPLEMENTATION ASSISTANCE		\$25,000.00 F			
139	LAND ACQUISITION (OPEN SPACE, RECREATION, MAINTENANCE)			\$25,000.00 F		
140	LAND ACQUISITION (HOUSING/AFFORDABLE HOUSING PURCHASES)		\$25,000.00 F			
141	COASTAL EROSION PLANNING/MITIGATION	\$50,000.00 F		\$50,000.00 F		\$75,000.00 F
142	MUNICIPAL WASTE WATER PLANNING/IMPLEMENTATION	\$12,000,000.00 D		\$18,000,000.00 D		\$20,000,000.00 D
143	ALTERNATIVE GREEN ENERGY INITIATIVES					\$50,000.00 F
144	FRESH WATER POND STUDIES - REMEDIATION	\$65,000.00 F				
145	SUB-TOTAL	\$12,115,000.00	\$50,000.00	\$18,075,000.00	\$25,000.00	\$20,175,000.00
TOTAL						
TOTAL CAPITAL FUNDS NEEDED BY SOURCE (KEY)		\$13,692,900.00	\$6,444,000.00	\$19,307,000.00	\$2,194,596.00	\$21,792,500.00
F = FREE CASH			\$676,000.00	\$800,000.00	\$1,380,596.00	\$773,500.00
C = COMMUNITY PRESERVATION FUND						
HST = HUMAN SERVICES GIFT FUND						
A = AMBULANCE REPAIRS		\$329,000.00	\$34,000.00	\$180,000.00	\$36,000.00	\$995,000.00
EX = BOAT EXCISE				\$50,000.00	\$403,000.00	
T = TAX LEVY		\$295,000.00	\$271,000.00	\$277,000.00	\$320,000.00	\$374,000.00
D = CAPITAL DEBT EXCLUSION		\$12,000,000.00	\$5,500,000.00	\$18,000,000.00	\$20,000.00	\$20,000,000.00
CT = CABLE TV REVENUE			\$5,000.00			
TOTAL		\$13,692,900.00	\$6,444,000.00	\$19,307,000.00	\$2,194,596.00	\$21,792,500.00

ARTICLE 15

To see if the Town will vote to authorize the Board of Selectmen to petition the Great and General Court to approve a Home Rule Petition generally stated as follows, provided, however, that the General Court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court, and provided further that Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition:

AN ACT RELATIVE TO THE CHARTER OF THE TOWN OF EASTHAM.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

Section 1: Chapter C9-5N of the charter of the Town of Eastham, which is on file in the office of the archivist of the commonwealth as provided in Section 12 of chapter 43B of the General Laws, is hereby amended by changing in the last sentence the word “three” to “five”, so that the sentence reads:-

“The Capital Projects committee shall consist of five (5) voting members and other nonvoting members, as follows”;

Section 2: Chapter C9-5N is further amended by adding in subsection (1) the words “and two at-large members”, so that the subsection reads:

(1) A Selectman and two at-large members, to be appointed by the Board of Selectmen (voting members);

or take any action relative thereto.

By Board of Selectmen

Summary:

This article will increase this number of members in the capital projects committee. When managing larger projects such as the water installation, a larger membership will allow for improved working efficiency and more points of view. As a charter change, this article will need to be approved by the legislature before it is effective.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE: RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 16

To see if the Town will vote to amend the Eastham Zoning Bylaw, **Section II - ZONING DISTRICTS** by adding a new Overlay District entitled "Groundwater Protection Overlay District" by adding the following text:

District J: Groundwater Protection Overlay District:

For the purposes of this Bylaw, there is hereby established within the Town of Eastham a groundwater Protection Overlay District. This area is delineated on a map entitled Town of Eastham Groundwater Protection Overlay District dated January 7, 2016, which is hereby made part of the Groundwater Protection District Bylaw and is on file in the office of the Town Clerk.

And, further to, amend **SECTION V - USES** by adding the following text:

DISTRICT J: GROUNDWATER PROTECTION OVERLAY DISTRICT:

SECTION 1: INTRODUCTION AND PURPOSE OF DISTRICT

1.1. The Groundwater Protection District is an overlay district superimposed on the zoning districts. This overlay district shall apply to all new construction, reconstruction, or expansion of existing buildings and new or expanded uses. Applicable activities and uses in a portion of one of the underlying zoning districts that fall within the Groundwater Protection District must additionally comply with the requirements of this Bylaw. Uses prohibited in the underlying zoning districts shall not be permitted in the Groundwater Protection District.

- 1.2. The purpose of this Groundwater Protection District is to:
- a. promote the health, safety, and general welfare of the community by ensuring an adequate quality and quantity of drinking water for the Town of Eastham;
 - b. preserve and protect existing and potential sources of drinking water;
 - c. conserve natural resources in the Town of Eastham; and
 - d. prevent temporary and permanent contamination of the environment.

SECTION 2: DEFINITIONS

Automobile Graveyard: An establishment that is maintained, used, or operated for storing, keeping, buying, or selling wrecked, scrapped, ruined, or motor vehicle parts as defined in G.L. c.140B, s.1.

Aquifer: A geologic formation composed of rock, sand, or gravel that contains significant amounts of potentially recoverable water.

CMR: Code of Massachusetts Regulations.

Commercial Fertilizer: Any substance containing one or more recognized plant nutrients which is used for its plant nutrient content and which is designed for use, or claimed to have value in promoting plant growth, except un-manipulated animal and vegetable manures, marl, lime, limestone, wood ashes, and gypsum, and other products exempted by state regulations.

Discharge: The accidental or intentional disposal, deposit, injection, dumping, spilling, leaking, pouring, or placing of toxic or hazardous material or hazardous waste upon or into any land or water such that it may enter the surface or ground waters.

Groundwater Protection District: The land area consisting of aquifers and Zone II recharge areas as identified on a map and adopted pursuant to this Bylaw.

Hazardous Material: Any substance in any form which because of its quantity, concentration, or its chemical, corrosive, flammable, reactive, toxic, infectious or radioactive characteristics, either separately or in combination with one or more substances, constitutes a present or potential threat to human health, safety, welfare, or to the environment, when improperly stored, treated, transported, disposed of, used, or otherwise managed. Hazardous material includes, without limitation, synthetic organic chemicals, petroleum products, heavy metals, radioactive or infectious materials, and all substances defined as toxic or hazardous under G.L. c. 21E. This term shall not include hazardous waste or oil.

Historical High Groundwater Table Elevation: A groundwater elevation determined from monitoring wells and historical water table fluctuation data compiled by the United States Geological Survey.

Hazardous Waste: A substance or combination of substances, which because of quantity, concentration, or physical, chemical or infectious characteristics may cause, or significantly contribute to an increase in mortality or an increase in serious irreversible, or incapacitating reversible illness or pose a substantial present or potential hazard to human health, safety, or welfare or to the environment when improperly treated, stored, transported, used or disposed of, or otherwise managed. This term shall include all substances identified as hazardous pursuant to the Hazardous Waste Regulations, 310 CMR 30.000.

Impervious Surface: Material or structure on, above, or below the ground that does not allow precipitation or surface water runoff to penetrate into the soil.

Interim Wellhead Protection Area (IWPA): The MassDEP designated protection radius around a public water well that lacks a Zone II.

Junkyard: An establishment that is maintained, operated, or used for storing, keeping, buying, or selling junk, or for the maintenance or operation of an automobile graveyard, as defined in G.L. c.140B, s.1.

Landfill: A facility established in accordance with a valid site assignment for the purposes of disposing solid waste into or on the land, pursuant to the Solid Waste Regulations, 310 CMR 19.006.

MassDEP: Massachusetts Department of Environmental Protection.

G.L.: Massachusetts General Law.

Petroleum Product: Includes, but not limited to, fuel oil; gasoline; diesel; kerosene; aviation jet fuel; aviation gasoline; lubricating oils; oily sludge; oil refuse; oil mixed with other wastes; crude oils; or other liquid hydrocarbons regardless of specific gravity. Petroleum product shall not include liquefied petroleum gas including, but not limited to, liquefied natural gas, propane, or butane.

Non-Sanitary Wastewater: Wastewater discharges from industrial and commercial facilities containing wastes from any activity other than collection of sanitary sewage including, but not limited to, activities specified in 310 CMR 15.004(6).

Open Dump: A facility operated or maintained in violation of the Resource Conservation and Recovery Act 42 U.S.C. 4004(a) (b), or state regulations and criteria for solid waste disposal.

Recharge Areas: Land areas, such as a Zone II or Interim Wellhead Protection Area, where precipitation and surface water infiltrates into the ground to replenish groundwater and aquifers used for public drinking water supplies.

Septage: The liquid, solid, and semi-solid contents of privies, chemical toilets, cesspools, holding tanks, or other sewage waste receptacles. This term shall not include any material that is a hazardous waste, as defined by 310 CMR 30.000.

Sludge: The solid, semi-solid, and liquid residue that results from a process of wastewater treatment or drinking water treatment including wastewater residuals. This term shall not include grit, screening, or grease and oil, which are removed at the head-works of a facility

Treatment Works: Any and all devices, processes and properties, real or personal, used in the collection, pumping, transmission, storage, treatment, disposal, recycling, reclamation, or reuse of waterborne pollutants, but not including any works receiving a hazardous waste from off the site of the works for the purpose of treatment, storage, or disposal.

Utility Works: Regulated activities providing for public services, including roads, water, sewer, electricity, gas, telephone, transportation and their associated maintenance activities. This term shall include the installation of detention and retention basins for controlling storm water.

Very Small Quantity Generator: Any public or private entity, other than residential, which produces less than 27 gallons (100 kilograms) a month of hazardous waste or waste oil, but not including any acutely hazardous waste as defined in 310 CMR 30.136.

Waste Oil Retention Facility: A waste oil collection facility for automobile service stations, retail outlets, and marinas, which is sheltered and has adequate protection to contain a spill, seepage, or discharge of petroleum waste products in accordance with G.L. c.21. s.52A.

Zone I: The protective radius around a public water supply well or well field that must be owned by the water supplier, or controlled through recorded conservation restriction. In most cases, it is a four hundred (400) foot radius around the well (less for wells pumping less than one hundred thousand (100,000) gallons per day (gpd)).

Zone II: The delineated recharge area to a public drinking water well as approved by MassDEP and defined under the Massachusetts Drinking Water Regulations 310 CMR 22.00. The area of an aquifer which contributes water to a well under the most severe pumping and recharge conditions that can be realistically anticipated (180 days of pumping at safe yield with no recharge from precipitation), as defined by 310 CMR 22.00 and as approved by the Massachusetts Department of Environmental Protection (DEP).

SECTION 3: ESTABLISHMENT AND DELINEATION OF GROUNDWATER PROTECTION DISTRICT

3.1. For the purposes of this Bylaw, there is hereby established within the Town of Eastham a Groundwater Protection Overlay District. This area is delineated on a map entitled Town of Eastham Groundwater Protection Overlay District dated January 7, 2016, which is hereby made part of the Groundwater Protection District Bylaw and is on file in the office of the Town Clerk.

SECTION 4: SPECIAL PERMIT

4.1. The Planning Board may issue a special permit for any use prohibited within the Groundwater Protection District, as set forth in Section 6 hereof, if the applicant can adequately demonstrate to the Planning Board that the groundwater beneath the parcel and the water runoff from the parcel does not contribute to existing or potential sources of drinking water. Any application for a special permit for this purpose shall be accompanied by adequate documentation.

4.2. The burden of proof shall be upon the applicant to demonstrate that the groundwater beneath the parcel and the water runoff from the parcel does not contribute to existing or potential sources of

drinking water. The Town may engage professional engineers, hydrologists, geologists, or soil scientists to determine more accurately the boundaries of the groundwater watershed with respect to a particular parcel(s) of land, and may charge the owner for the cost of the investigation in accordance with Eastham Zoning Bylaw Section XII (G). If determined that a particular parcel does not in fact contribute to an existing or potential source of drinking water, a special permit may be granted subject to such conditions, as the Planning Board deems necessary and appropriate. The grant of a special permit does not alter the boundary of the Groundwater Protection District. Changes to the boundaries of the Groundwater Protection District require town meeting approval.

4.3. Where the boundary line of the Groundwater Protection District divides a lot or parcel, the requirements established by this Bylaw shall apply to the entire lot or parcel.

SECTION 5: PERMITTED USES

5.1. All uses permitted in the underlying zoning districts are permitted in the Ground Water Protection District except those specifically prohibited in Section 6 of this Bylaw.

5.2. All property used for municipal purposes by or on behalf of the Town of Eastham are exempt from the regulations of this Bylaw.

SECTION 6: PROHIBITED USES

6.1. The following land uses and activities are prohibited unless such uses and activities comply with the specified conditions provided herein:

- a. landfills and open dumps;
- b. automobile graveyards and junkyards;
- c. facilities that generate, treat, store, or dispose of hazardous waste that are subject to G.L. c.21C and 310 CMR 30.000, except for:
 1. very small quantity generators as defined under 310 CMR 30.000;
 2. household hazardous waste centers and events under 310 CMR 30.390;
 3. waste oil retention facilities required by G.L. c. 21, s.52A;
 4. water remediation treatment works approved by MassDEP for the treatment of contaminated waters.
- d. petroleum, fuel oil, and heating oil bulk stations and terminals including, but not limited to, those listed under North American Industry Classification System (NAICS) Codes 424710 and 454311, except for liquefied petroleum gas.
- e. storage of liquid hazardous materials and/or liquid petroleum products unless such storage is above ground level and on an impervious surface and either:
 1. in container(s) or above ground tank(s) within a building; or
 2. outdoors in covered container(s) or above ground tank(s) in an area that has a containment system designed and operated to hold either; 10% of the total possible storage capacity of all containers or 110% of the largest container's storage capacity, whichever is greater.

However, these storage requirements shall not apply to the replacement of existing tanks or systems for the keeping, dispensing or storing of gasoline provided the replacement is performed in a manner consistent with state and local requirements;

- f. storage of sludge and septage, unless such storage is in compliance with 310 CMR 32.30 and 310 CMR 32.31;
- g. storage of deicing chemicals unless such storage, including loading areas, is within a structure designed to prevent the generation and escape of contaminated runoff or leachate;
- h. storage of animal manure unless contained within a structure designed to prevent the generation and escape of contaminated runoff or leachate;
- i. storage of commercial fertilizers unless such storage is within a structure designed to prevent the generation and escape of contaminated runoff or leachate;
- j. stockpiling and disposal of snow and ice containing deicing chemicals brought in from outside the Groundwater Protection District;
- k. earth removal, consisting of the removal of soil, loam, sand, gravel, or any other earth material to within 4 feet of historical high groundwater as determined from monitoring wells and historical water table fluctuation data compiled by the United States Geological Survey, except for excavations for building foundations, roads, utility works or wetland restoration work conducted in accordance with a valid Order of Condition issued pursuant to G.L. c. 131, s.40; and
- l. treatment or disposal works subject to 314 CMR 5.00, for non-sanitary wastewater, including those activities listed under 310 CMR 15.004(6), except for:
 - 1. treatment works approved by MassDEP designed for the treatment of contaminated ground or surface water and operating in compliance with 314 CMR 5.05(3) or 5.05(13); and
 - 2. publicly owned treatment works.
- m. The use, generation, storage, treatment, or disposal of toxic or hazardous materials or wastes, including but not limited to: pesticides, herbicides, fungicides, rodenticides, nitrate fertilizers in quantities greater than those associated with normal household use or as regulated in the underlying zoning district.
- n. rendering impervious any lot or parcel more than 15% or 2,500 square feet, whichever is greater; unless artificial recharge, that will not degrade water quality, is provided using methods demonstrated to be capable of removing contaminants from storm water and which are consistent with methods described in MassDEP Stormwater Handbook, Vol. I, II and III, as amended.

SECTION 7: ENFORCEMENT

7.1. Written notice of any violations of this Bylaw shall be given by the Building Commissioner to the responsible person as soon as possible after detection of a violation or a continuing violation. Notice to the assessed owner of the property shall be deemed notice to the responsible person. Such notice shall specify the requirement or restriction violated and the nature of the violation, and may identify the actions necessary to remove or remedy the violations and preventive measures required for avoiding future violations and a schedule of compliance.

7.2. A copy of such notice shall be submitted to the Town of Eastham Water Commissioners, the Eastham Board of Health and the Eastham Planning Board. The cost of containment, clean up, or other action of compliance shall be borne by the owner/operator of the premises.

7.3. A person aggrieved by a notice of violation may appeal said notice to the Eastham Zoning Board of Appeals. All appeals shall be brought within thirty (30) days from the date of the notice which is being appealed.

SECTION 8: SEVERABILITY

8.1. If any provision of this Bylaw is held invalid by a court of competent jurisdiction, the remainder of the Bylaw shall not be affected thereby. The invalidity of any section or sections or parts of any section or sections of this Bylaw shall not affect the validity of the remainder of this Bylaw; or take any other action in relation thereto

By Planning Board

Summary:

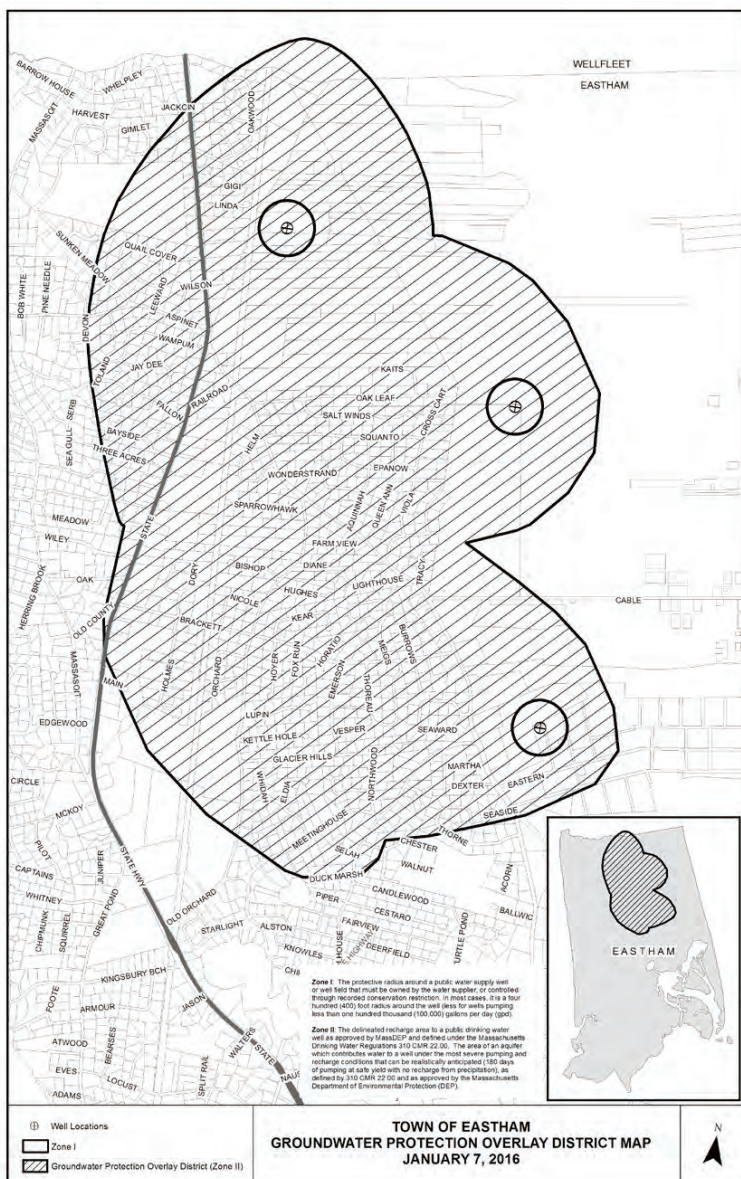
As part of the Municipal Water Project, the Town is required by the State Department of Environmental Protection to establish a Groundwater Protection District. The establishment of this district will create the regulatory framework that will allow the Town to properly manage and protect the public water supply by regulating the types of activities that can take place within the areas that contribute to the public water supply

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

PLANNING BOARD: 7-0

(2/3 rds Majority vote required)



ARTICLE 17

To see if the Town will vote to transfer from the Reserved for Debt Account **\$348,461.66** and further to transfer **\$41,538.34** from available funds (free cash) for a total of **\$390,000** to the FY 16 Interest on Long Term Debt Account; or take any action relative thereto.

Town Treasurer/Tax Collector /Board of Selectmen

Summary:

Funds are required to pay the interest on bond anticipation notes. At the time of borrowing, the Town received a bond premium. The state allows communities to use these funds to offset the interest on the borrowing. However, the bond premium did not offset the total cost therefore, the Town must appropriate the balance from available funds.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

(Majority vote required)

ARTICLE 18

To see if the Town will vote to accept the provisions of G.L. c.39, section 23D in order to authorize a member of a town board who has been absent from no more than a single session of a hearing at which testimony is heard or received, to participate in the remaining hearing sessions, provided said member shall examine all evidence received at the missed session, and certify such examination in writing in compliance with subsection (a) of said statute or take any action relative thereto.

By Board of Selectmen Conservation Commission,
Board of Health, Planning Board, Zoning Board of Appeals

Summary:

This acceptance statute will allow committee members of the above named committees to vote on decisions, wherein evidence is taken in more than one session, to vote at a subsequent session where such voting will take place. Per the statute, in order to be eligible to vote in this subsequent session, the member can have missed no more than one session at which evidence is taken and must be present for the vote. Currently members who miss one meeting of a multi session hearing, cannot vote on the case.

The relevant statute reads as follows:

Notwithstanding any general or special law to the contrary, upon municipal acceptance of this section for one or more types of adjudicatory hearings a member of any municipal board, committee or commission when holding an adjudicatory hearing shall not be disqualified from voting in the matter solely due to that member's absence from no more than a single session of the hearing at which testimony or other evidence is received. Before any such vote, the member shall certify in writing that he has examined all evidence received at the missed session, which evidence shall include an audio or video recording of the missed session or a transcript thereof. The written certification shall be part of the record of the hearing. Nothing in this section shall change, replace, negate, or otherwise supersede applicable quorum requirements.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 7-0

(Majority vote required)

ARTICLE 19

To see if the Town will vote to appropriate and transfer, pursuant to the provisions of G.L. C44B (6) from the FY2017 estimated community preservation revenues to reserves in the following amounts: **\$75,754** open space purposes, **\$75,754** historic preservation purposes **\$75,754** affordable housing

purposes, and **\$75,754** active recreation purposes and **\$454,527**, to the FY17 Community Preservation budgeted reserve for appropriation for a total of **\$757,543** as recommended by the Community Preservation Committee; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article seeks to set aside 10% of the estimated community preservation revenue for open space, historic resources, and affordable community housing, and active recreation, with the remaining estimated revenue reserved for appropriation as required by G.L. Chapter 44B (6).

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 8-0

(Majority vote required)

ARTICLE 20

To see if the Town will vote to transfer **\$37,877** from the Community Preservation Undesignated Fund Balance, for the purpose of administrative expenses; or take any action relative thereto

By Community Preservation Committee

Summary:

The State Legislation for the Community Preservation Act permits up to five percent (5%) of the estimated Community Preservation revenues to be used by the Community Preservation Committee for administrative purposes. These funds reflect the 5% limit and will be used to provide various administrative support services, including but not limited to membership dues, and professional and clerical support services. Any unused balance each year reverts to the Community Preservation Fund Balance.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: At Town Meeting

(Majority vote required)

ARTICLE 21

To see if the Town will vote to extend Article 27 of the 2013 Annual Town Meeting for an additional year (until May 31, 2017); or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

Article 27 funded \$175,000 for the Rental Subsidy Program for a period of three years. Currently there is a balance of \$26,890.22. This article will extend the life beyond the three (3 year limitation), for an additional year so that the Eastham Affordable Housing Trust may expend these funds for the Rental Subsidy program.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 8-0

(Majority vote required)

ARTICLE 22

To see if the Town will vote to transfer the sum of **\$207,000** from Community Preservation Historic Preservation Reserve and/or Undesignated Fund Balance as a grant to the Nauset Fellowship, a non-profit corporation, for the purpose of restoring and preserving the historical structure located on its property at 220 Samoset Road known as the "Chapel in the Pines"; and further to authorize the Board of Selectmen to enter into a grant agreement with said Nauset Fellowship, which agreement shall

require that said Nauset Fellowship grant to the town an historic preservation restriction on said property meeting the requirements of G.L. c. 184 and upon such other terms and conditions as the Town Administrator shall deem appropriate, and further to authorize the Board of Selectmen to acquire an historic preservation restriction on the property; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

This article will provide funding to restore and preserve one of the oldest and most historic properties in Eastham. The Chapel in the Pines is listed for eligibility on the National Register of Historic Places. The project is intended to restore and maintain the historic appearance of the Chapel. The project will also improve handicapped access, ensuring that the facility is fully accessible for all members of the community. The Nauset Fellowship has committed \$18,000 of its own funds to this project and will seek to offset the use of CPC funding through fundraising efforts.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 8-0

(Majority vote required)

ARTICLE 23

To see if the Town will vote to transfer the sum of **\$500,000** from Community Preservation Active Recreation Reserve and/or Undesignated Fund Balance, for expenditure under the direction of the Board of Selectmen for the construction of new recreational facilities or the repair of existing recreational facilities located at the Field of Dreams (rear of Town Hall); or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

These funds would be used to reconstruct the existing basketball court, install new pickle ball courts, new children's play area, new shade shelters, and upgrade the surrounding area adjacent to the facilities in order to improve access to the facilities and provide additional amenities to the many groups and individuals who use the facilities. The Eastham Recreation Commission has endorsed the proposal.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 8-0

(Majority vote required)

ARTICLE 24

To see if the Town will vote to transfer **\$12,000** from the Community Preservation Affordable Housing Fund Reserves and/or the Undesignated Fund Balance, to the Town of Eastham Affordable Housing Trust for securing staff assistance; under such terms and conditions which the Board of Selectmen may require; or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

The Eastham Affordable Housing Trust relies on staff expertise to advise the Trust and to carry out specific day-to-day duties. This article funds a position/consultant with an affordable housing background for a period of 12 months. This position supports and supplements in-house expertise.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: At Town Meeting

(Majority vote required)

ARTICLE 25

To see if the Town will vote to transfer the sum of **\$8,500** from Community Preservation Active Recreation Reserves and/or Undesignated Fund Balance, for expenditure under the direction of the Board of Selectmen for the construction of a new shade shelter at Wiley Park or take any action relative thereto.

By Board of Selectmen/Community Preservation Committee

Summary:

The project entails purchase of and installation of a shade umbrella ("pyramid shade") to cover a portion of the playground area of Wiley Park. Providing shade will increase the use of this area throughout the summer when the sun and heat are extreme. This project will provide Eastham's young children a place to play without the hazards of the summer sun and heat.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: 8-0

(Majority vote required)

ARTICLE 26

To see if the Town will vote to appropriate **\$428,500** from the Community Preservation Undesignated Fund Balance for the purpose of paying debt payments for the following land acquisitions; Dyer Prince (Harris) Land Purchase **\$350,000** and the Aschettino Land Purchase **\$78,500**; or take any action relative thereto.

By Town Accountant/Community Preservation Committee

Summary:

These are yearly debt payments for open space purchases approved at Town Meeting. The State Legislation allows for the principal and interest debt payments to be funded through the Community Preservation Fund, but only recently required that a separate article be voted each year of the long term debt payment.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE RECOMMENDATION: 6-0

COMMUNITY PRESERVATION COMMITTEE: At Town Meeting

(Majority vote required)

ARTICLE 27

To see if the Town will vote to accept as a public way, the layout of the dirt road known as **Hay Road from Governor Prence to Bridge Road**, as a 40' layout, and as shown on a plan entitled, "Plan of Land Showing a Portion of Hay Road, Eastham Ma," Scale: 1"=40', dated December, 2015, prepared by Schofield Brothers of Cape Cod, Orleans MA, on file with the office of the Town Clerk, and to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, the easement in said road to use for all purposes for which public ways are used in the Town of Eastham and all related easements thereto; or take any action relative thereto.

By Board of Selectmen

Summary:

This article is an effort by the Board of Selectmen to solve a long-standing problem in this area of town. Hay Road from Governor Prence Road to Bridge Road is a dirt road that is very narrow in places and unplowed in the winter. The three subdivision creating many of the lots in the area, was approved by the Planning Board based on a plan that identified Hay Road as a 40' town/public way. However, its' status as a town/public way has never been confirmed. There is no record of the road being accepted at a town meeting. This article, if approved, will formally establish Hay Road as a

town/public way and allow the town to make improvements to the road. The only goal of this article is to provide safe, passable, and adequate access for residents.

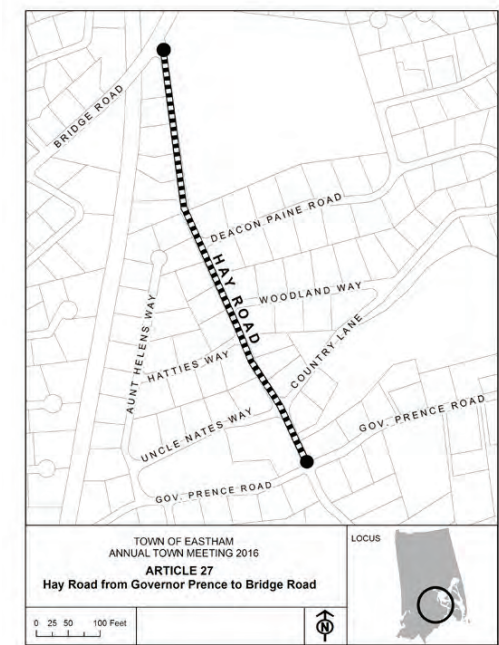
The layout is shown on the survey plan on file in the Town Clerk and Planning Board offices at Eastham Town Hall. The 40' layout is shown on plans of the area and sometimes described in the deeds for specific properties. The actual road is a dirt track that is marked by dotted lines on the plan. It exists within the layout in all but one place, where it has drifted onto private property. The town will not be taking any private property to accomplish this road project. We will be taking an interest in the land that is the road, an easement, not a fee in the land. There are no damages to the land or the property owners, and in fact, the town will be maintaining and improving the road, which should increase the value of the private property along the road. The dirt road that is the travel way does not need to be paved to be improved, and due to the concerns of abutters and neighbors that paving may create a speed throughway, the current Board of Selectmen have directed that improvements will be limited to widening the road in several (marked) places, grading and repairing its condition, adding a hardener to keep the surface condition in place longer, engineering services to improve drainage for the road from Woodland to Governor Prence where there is a steep grade, and moving the dirt track of the road back into the legal layout in the portion that has wandered onto private property (at the corner of Bridge and Hay). If this article is approved, the town will begin to design and implement these improvements, and be able to plow the road for residents in the winter.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE: RECOMMENDATION: 5-2

PLANNING BOARD: At Town Meeting

(2/3 rds Majority vote required)



ARTICLE 28

To see if the Town will vote to accept as a public way, the layout of a portion of the dirt road known as **Hay Road from Governor Prence to Woodland Way**, as a 40' layout, and as shown on a plan entitled, "Plan of Land Showing a Portion of Hay Road, Eastham Ma," Scale: 1"=40', dated December, 2015, prepared by Schofield Brothers of Cape Cod, Orleans MA, on file with the office of the Town Clerk, and to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain, easements to use such land for all purposes for which public ways are used in the Town of Eastham, and all easements related thereto; or take any action relative thereto.

By Board of Selectmen

Summary:

This article is the second option proposed to solve a long-standing problem of access in this area of town. It is identical in all ways to article 27, except that it would improve only the section of Hay Road from Governor Prence Road to Woodland Way. Layout is shown on the survey plan on file in the Town Clerk and Planning Board offices at Eastham Town Hall.

This section of Hay Road is a dirt track that already exists within the layout. The town will not be taking any private property to accomplish this road project. We will be taking an interest in the land that is the road, an easement, not a fee in the land. There are no damages to the land or the property owners, and in fact, the town will be maintaining and improving the road, may increase the value of the private property along the road. Abutters however maintain their right to claim damages.

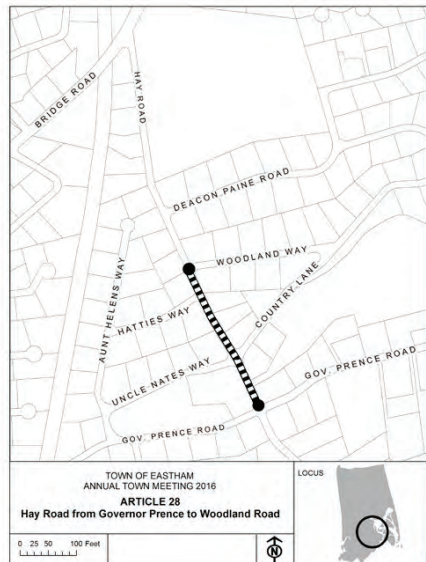
The dirt road that is the travel way does not need to be paved to be improved, and due to the concerns of abutters and neighbors that paving may create a speed throughway, the current Board of Selectmen have directed that improvements will be limited to widening the road in places where it is under 14' wide, grading and repairing its condition, adding a hardener to keep the surface condition in place longer, and providing engineering services to improve drainage for this section of the road. If this article is approved, the town will begin to design and implement these improvements, and expect to be able to plow the road this winter.

BOARD OF SELECTMEN RECOMMENDATION: 4-0-1

FINANCE COMMITTEE: RECOMMENDATION: 6-1

PLANNING BOARD: At Town Meeting

(2/3 rds Majority vote required)



ARTICLE 29

To see if the Town will vote to amend the Town of Eastham Code, Part 1, The Bylaws, Chapter 49, Section 4 Paragraph A, by deleting in its entirety and replacing it with the following:

A. In the event of a vacancy or vacancies occurring on the Finance Committee, the original appointing authority for that member shall be notified and the original appointing authority shall appoint a new member to complete the remainder of the term.

or take any action relative thereto.

By Moderator/Board of Selectmen

Summary:

Currently the Bylaw directs that a joint meeting of the remaining Finance Committee members and the Board of Selectmen fill mid-term vacancies. The result is that an appointment that was originally made, for example, by the moderator then, in a mid-term reappointment, is not made the original appointing authority, but by a combined vote of the remaining Finance Committee members and Board of Selectmen. This language change would ensure that the original appointing authority, Finance Committee, Board of Selectmen or Moderator, would make mid-term appointments.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE: RECOMMENDATION: 7-0

(Majority vote required)

ARTICLE 30

To see if the Town will vote to authorize the Board of Selectmen to enter into a ground lease for affordable housing purposes for a term of up to 99 years, for two adjacent parcels of land (formerly owned by Purcell) consisting of a total of 11.2 acres more or less, and as shown on Eastham Assessor's Map 8, Parcel 147 and 147A, on such terms and conditions as the Board of Selectmen deem appropriate; or take any action relative thereto.

By Board of Selectmen

Summary:

The Request for Proposals (RFP solicitation for the property will close on May 4, and the Board will actively start review and evaluation the submissions. The Board would like to be prepared to include a long-term lease option as part of those negotiations. This article, if approved by Town Meeting, will assist in attracting developers to the above noted parcel for rental unit development. The Board will need to provide a long-term lease to guarantee the ownership and management of the units is the responsibility of the developer and is well handled.

BOARD OF SELECTMEN RECOMMENDATION: 5-0

FINANCE COMMITTEE: RECOMMENDATION: At Town Meeting

(Majority vote required)

ARTICLE 31

To see whether the Town will vote to authorize the Board of Selectmen to acquire, by gift, purchase, grant, and/or eminent domain pursuant to M.G.L. c. 79, for general municipal purposes, including, but not limited to public housing, recreational purposes, economic development opportunities, or under terms and conditions agreeable to the Selectmen, fee, easement and/or any other property interests in, on, over, across all or a portion of a parcel of land in Eastham located at 4790 State Highway of approximately 10.860 acres, more or less, together with any structures, improvements, and trees thereon, shown as Map 05, Parcel 124, on the Eastham Assessors Maps as more particularly identified in deeds recorded in the Barnstable County Registry of Deeds in Book 27046, Page 73, for the fair market price of **\$1,400,000**, or any other fair market value that may be determined by a certified land appraiser retained by the Town to conduct an independent appraisal of the property, and

with any other related costs associated therewith, or such lower sum acceptable to the Board of Selectmen, and incidental and related costs of debt issuance, and/or borrow said total sum which shall be reduced by the amount of any grants, or gifts received, provided that such appropriation and debt authorization shall be contingent upon the passage of a Proposition 2½ debt exclusion referendum under Massachusetts General Laws Chapter 59, Section 21C(k), and to authorize the Treasurer under the direction of the Board of Selectmen to issue any bonds or notes that may be necessary for that purpose, as authorized by Massachusetts General Laws Chapter 44, Section 7(3A) or any other general or special law; funds to be expended by the Board of Selectmen for such acquisition, and further, to determine whether the Town will authorize the Selectmen to take all actions necessary and to execute such documents as they deem necessary to accomplish the foregoing; or take any action relative thereto.

By Petition

Summary:

This article authorizes the Selectmen to purchase the property at 4790 State Highway, known as the Tee Time Property, from the current owners, for municipal purposes for the sum of \$1,400,000, or an otherwise negotiated sum, to be funded through a borrowing. Concerned citizens concluded that it is unlikely that a negotiated purchase agreement can be reached with the company. The petitioners believe it may be in the Town's best interests to take the property by eminent domain. State law allows town government to take private property by eminent domain, provided doing so serves a public purpose. The property can be used for public housing, recreational uses, or to encourage small business/trade opportunities for residents of Eastham. The property has current assessed value of \$1,261,300 and a purchase and sale agreement was in place for \$1,400,000. A taking by eminent domain requires that a new independent appraisal be conducted.

BOARD OF SELECTMEN RECOMMENDATION: 3-2

FINANCE COMMITTEE RECOMMENDATION: 3-4

(2/3 rds Majority vote required)

(Potential Debt Schedule Following)

ARTICLE 31							
FORMER T-TIME POTENTIAL ACQUISITION DEBT SCHEDULE							
	FISCAL					TAX	COST
	YEAR	PRINCIPAL	INTEREST	GROSS		PER \$1,000	\$425,000 HOUSE
1	17	\$70,000.00	\$42,000.00	\$112,000.00		\$0.04	\$17.38
2	18	\$70,000.00	\$39,900.00	\$109,900.00		\$0.04	\$16.89
3	19	\$70,000.00	\$37,800.00	\$107,800.00		\$0.04	\$16.40
4	20	\$70,000.00	\$35,700.00	\$105,700.00		\$0.04	\$15.92
5	21	\$70,000.00	\$33,600.00	\$103,600.00		\$0.04	\$15.45
6	22	\$70,000.00	\$31,500.00	\$101,500.00		\$0.04	\$14.99
7	23	\$70,000.00	\$29,400.00	\$99,400.00		\$0.03	\$14.53
8	24	\$70,000.00	\$27,300.00	\$97,300.00		\$0.03	\$14.08
9	25	\$70,000.00	\$25,200.00	\$95,200.00		\$0.03	\$13.64
10	26	\$70,000.00	\$23,100.00	\$93,100.00		\$0.03	\$13.21
11	27	\$70,000.00	\$21,000.00	\$91,000.00		\$0.03	\$12.78
12	28	\$70,000.00	\$18,900.00	\$88,900.00		\$0.03	\$12.37
13	29	\$70,000.00	\$16,800.00	\$86,800.00		\$0.03	\$11.95
14	30	\$70,000.00	\$14,700.00	\$84,700.00		\$0.03	\$11.55
15	31	\$70,000.00	\$12,600.00	\$82,600.00		\$0.03	\$11.15
16	32	\$70,000.00	\$10,500.00	\$80,500.00		\$0.03	\$10.76
17	33	\$70,000.00	\$8,400.00	\$78,400.00		\$0.02	\$10.38
18	34	\$70,000.00	\$6,300.00	\$76,300.00		\$0.02	\$10.00
19	35	\$70,000.00	\$4,200.00	\$74,200.00		\$0.02	\$9.63
20	36	\$70,000.00	\$2,100.00	\$72,100.00		\$0.02	\$9.26
		\$1,400,000.00	\$441,000.00	\$1,841,000.00			\$262.33
		TOTAL LOAN AMOUNT		\$1,400,000.00			
		INTEREST RATE		3.00%			
		TERM		20 YEARS			

ARTICLE 32

To see if the Town will amend Section 100 of the Town of Eastham Bylaws to add a new Article III- Each Town Employee, elected official and appointed board member shall be provided an email account within the town electronic mail system and said account will be used for all official correspondence of the town; or take any action relative thereto.

By Petition

Summary:

Massachusetts General Law 66 Section 10. (a) "Every person having custody of any public record, as defined in clause Twenty-sixth of section seven of chapter four, shall, at reasonable times and without unreasonable delay, permit it, or any segregable portion of a record which is an independent public record, to be inspected and examined by any person, under his supervision, and shall furnish one copy thereof upon payment of a reasonable fee." The Secretary of the Commonwealth has determined the Public Records Law applies to all government records generated, received or maintained electronically, including computer records, electronic mail, video, and audiotapes. Currently, the Town has no control over public emails generated or received by elected officials, committee members or certain town employees.

BOARD OF SELECTMEN RECOMMENDATION: 3-2

FINANCE COMMITTEE: RECOMMENDATION: 7-0

(Majority vote required)

ARTICLE 33

To see if the Town will purchase the northernmost 40 foot portion of 1895 State Highway (map and parcel 15-120-A) from State Highway to 35 Hoffman Lane (map and parcel 15-120-B) for constructing a public way. Furthermore, exchanging the northernmost 40 foot portion of 35 Hoffman Lane belong to the Eastham Conservation Trust for that portion of town property at 75 Hoffman Lane not required for a public way to connect to Deacon Paine Road; or take any action relative thereto.

By Petition

Summary:

The Town of Eastham has public ways that cannot be reached by public roads between Route 6 and Hay Road. This will allow public access to these roads with the minimum impact upon the Town, abutters of Hoffman Lane and Hay Road.

BOARD OF SELECTMEN RECOMMENDATION: No Recommendation

FINANCE COMMITTEE: RECOMMENDATION: 3-4

(Majority vote required)

ARTICLE 34

To see if the Town will accept the published reports of the Town officers as printed and made available to the public in the 2014 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

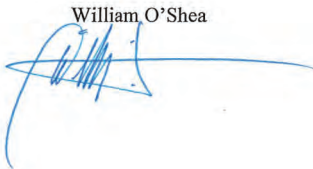
You are directed to serve this Warrant by posting attested copies thereof at the Post Office in Eastham and North Eastham fourteen days at least before the date of holding said meeting.

Hereof, fail not and make due return of this Warrant and your doings thereon to the Town Clerk at the time and place of holding said meeting.


Given under our hands and seals this 4th day of April in the year of our Lord, Two Thousand and Sixteen.


Linda S. Burt
Clerk


Elizabeth Gawron
Chair

William O'Shea



John F. Knight
Vice Chair


Wallace F. Adams II

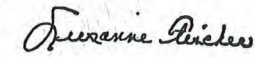
BOARD OF SELECTMEN

Greetings:

In a pursuance of the conditions of the foregoing warrant, I have posted attested copies, one each at the Post Office in Eastham and North Eastham fourteen days before time of said meeting.


Constable

A True Copy Attest:


Sue Fischer, Town Clerk

PROCEDURES FOR TOWN MEETING

In accordance with Section C2-8.B of the Eastham Town Charter, the following procedures will be followed:

1. A registered voter wishing to speak at Town Meeting shall proceed to one of the microphones. Once recognized the voter shall give his or her name and address, speak to the question for not more than three minutes, and shall not speak again until all those wishing to speak thereon have done so. Persons making articles and demonstrations are exceptions to this rule.
2. Non-voters who wish to address Town Meeting and have identified themselves in advance to the Moderator may only speak if permitted by majority consent of voters.
3. Registered voters will be seated first. Additional seating for non-voters may be available only after the Town Clerk has determined that there are an adequate number of seats for all registered voters in attendance. **Voters who sit in the Non-Voter Section cannot vote.**
4. Discussion on each article shall terminate when no one wishes to speak or the discussion becomes redundant in the opinion of the Moderator or a motion to call the question is approved.
5. Votes may be taken by voice (Majority to be determined by the Moderator), by a show of hands or by electronic devices. Articles requiring a 2/3 vote will be by hand count or electronic device count, at the Moderator's discretion, unless unanimous. If seven Town Meeting members question a voice vote, the Moderator may then choose an alternative counting method.
6. An article may be reconsidered on the same day, no more than sixty (60) minutes from the time the vote on such article is declared by the Moderator. The Town Clerk's minutes shall record such times.
7. TOWN MEETING TIME, A Handbook of Parliamentary Law, Third Edition, 2001, is the Eastham Town Meeting parliamentary handbook.

The only persons allowed in the foyer at Town Meeting will be Registrars, Checkers and voters. Persons with handouts of any nature must be outside the building or in a designated area.

**PLEASE BE COURTEOUS
ALLOW EACH SPEAKER TO PRESENT THEIR IDEAS WITHOUT INTERRUPTION.**



TOWN OF EASTHAM

2500 State Highway, Eastham, MA 02642 - 2544
All departments 508 240-5900 Fax 508 240-1291
www.eastham-ma.gov

Resolution of Support for the National Park System

WHEREAS, America's National Park System is a living testament to our citizens' valor, our nation's hardships, our victories, and our traditions as Americans, and has been called "America's Best Idea;" and

WHEREAS, the National Park System preserves the diversity, culture, and heritage of all Americans, and serves as a living classroom for future generations; and

WHEREAS, in 2016, the National Park Service is celebrating its centennial and currently manages 410 nationally significant sites and an invaluable collection of more than 75,000 natural and cultural assets that span 84 million acres across all 50 states, the District of Columbia, and several U.S. territories and insular areas; and

WHEREAS, the National Park Service's mission is to "to conserve the scenery and the natural and historic objects and the wild life therein and to provide for the enjoyment of the same in such manner and by such means as will leave them unimpaired for the enjoyment of future generations;" and

WHEREAS, in 2015, the National Park System had more than 305 million visits; and

WHEREAS, in 2014, National Park Service estimates indicate that park visitors spent more than \$15 billion at the sites and in the states and local communities adjacent to national parks; and

WHEREAS, the National Park Service has the obligation to preserve our nation's history; promote access to national parks for all citizens; stimulate revenue to sustain itself and nearby communities; educate the public about America's natural, cultural and historical resources, and provide safe facilities and environs to enjoy these resources; and

WHEREAS, in 2016, the National Park Service estimated a deferred maintenance backlog of nearly \$12 billion, which includes repairs to aging historical structures, trails, sewers, drainage, thousands of miles of roads, bridges, tunnels, and other vital infrastructure; and

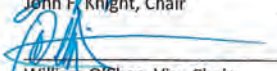
WHEREAS, it is the responsibility of Congress to maintain America's national parks to ensure our natural places and our history is preserved and documented for future generations, and for the adjacent communities that rely on the direct and indirect economic benefits generated by visits to national park sites.

NOW, THEREFORE, BE IT RESOLVED that the Eastham Board of Selectmen strongly encourages Congress to create a reliable, predictable stream of resources to address deferred maintenance needs in America's National Park System.

APPROVED AND ADOPTED THIS 20 DAY OF June


John F. Knight, Chair


Wallace F. Adams II


William O'Shea, Vice Chair


Elizabeth Gawron


Linda S. Burt, Clerk

PROCLAMATION SUICIDE PREVENTION WEEK

WHEREAS, in the United States, one person dies by suicide every 12.3 minutes; and 117 people die by suicide each day; and

WHEREAS, 22 veterans die by suicide each day; and

WHEREAS, suicide is the second leading cause of death for Massachusetts residents ages 15-44 and the suicide rate on the Cape and Islands is 1.4 times higher than the State average; and


WHEREAS, suicide is a tragic and disruptive event for families and communities ~ it is estimated that annually, there are 6.3 million suicide loss survivors who have lost a loved one to suicide; and

WHEREAS, suicide is a public health issue and a community concern, and through increased education and awareness of the issue a great number of suicides can be prevented;

THEREFORE, we do hereby officially designate the week of September 5 - 11, 2016 as "SUICIDE PREVENTION WEEK" in Eastham, MA.

IN WITNESS THEREOF, the Eastham Board of Selectmen have hereunto set our hands and caused the Official Seal of the town of Eastham in Massachusetts to be affixed this 15th day of August in the year 2016.


John F. Knight, Chair


William O'Shea, Vice Chair


Linda S. Burt, Clerk


Wallace F. Adams, II


Elizabeth Gawron



Minutes for the Annual Town Meeting held May 2, 2016

Pursuant to the provisions of the foregoing warrant, the voters assembled at the Nauset Regional High School Gymnasium to vote on the following articles with actions as noted. The Moderator called the meeting to order at 7:00 p.m. with a quorum of 204 voters present. The Town Clerk read the call of Town Meeting.

Articles 1 through 6. A motion was made and seconded by the Board of Selectmen to approve Articles 1-6 as printed in the warrant, and that the sum of \$1,700 be raised and appropriated for Article 1, that the sum of \$10,000 be transferred from free cash for Article 5 and that the sum of \$16,000 be transferred from free cash for Article 6 so that the articles read as follows:

Article 1. To raise and appropriate **\$1,700** for Greenhead Fly Control as authorized by G.L. C.252 §24, and authorize the Town Treasurer to pay said appropriation into the State Treasury.

Article 2. To assume liability in the manner provided by Sections 29 and 29A of Chapter 91 of the General Laws, as most recently amended for all damages that may be incurred by the Department of Environmental Protection of Massachusetts for the improvement, development, maintenance and protection of tidal and non-tidal rivers and streams, great ponds, harbors, tidewaters, foreshore and shores along a beach, in accordance with Section 11 of Chapter 91 of the General Laws, and authorize the Selectmen to execute and deliver a bond of indemnity therefore to the Commonwealth of Massachusetts.

Article 3. To accept the provisions of G. L. C.71, §16B, which would reallocate the sum of members towns' contributions to the Nauset Regional School District in accordance with the Regional Agreement rather than the Education Reform Formula, so-called for fiscal year 2018.

Article 4. To reauthorize revolving funds, as listed below, for certain town departments under M.G.L. Chapter 44, Section 53E ½ for the fiscal year beginning July 1, 2016

Revolving Fund	Authorize to Spend Fund	Revenue Source	Use of Fund	FY17 Spending Limit
Recreation – Bottles & Cans	Recreation Director	Collection & Redemption of Bottles & Cans	Beach & Recreation Programs	\$ 8,000
Home Composting Bin/Recycling Revolving Account	BOS or designee	Sale of Compost Bins	Purchase additional bins & advertise their availability	\$ 1,200
Vehicular Fuel Sales Revolving Account	BOS or designee	Sale of fuel to other government entities	Purchase additional fuel for sale to other government entities	\$ 42,000
Council on Aging/Lower Cape Adult Day Center Revolving Acct	COA Director	Funds from fees, charges for COA programs and performances	Pay for additional COA programs and performances	\$ 12,500

Article 5. To transfer from Free Cash the sum of **\$10,000** from Fiscal Year 16 Hotel Motel Excise Tax (free cash so called), in accordance with Annual Town Meeting Article 26, May 4, 1998, to the Eastham Promotions Fund to be expended by the Visitors Services Board on the following items: Landscaping, lighting, and holiday decorations and general improvement on Windmill Green \$3,000, Flower Island support \$500, and Summer concerts, \$6,500.

Article 6. To transfer from Free Cash the sum of **\$16,000** to be given to the Eastham Chamber of Commerce as a grant to help support operations of the Information Booth.

Passed – majority vote declared by Moderator
Count: 549 Yes 22 No

Article 7. A motion was made and seconded by the Board of Selectmen to transfer from free cash the sum of \$70,000 to be combined with monies from Article 6, ATM May 5, 2014 and Article 19, May 4, 2015 for costs associated with the closure, decommissioning, demolition permitting and design under the Intermunicipal Agreement between the Towns of Orleans, Brewster and Eastham for the Construction, Management and Operation of a Septage Treatment Facility, and to solicit bids and/or proposals as necessary, and enter into a contract or contracts and expend said funds for this purpose.

Passed – majority vote declared by Moderator
Count: 540 Yes 29 No

Article 8. A motion was made and seconded by the Board of Selectmen to raise and appropriate the sum of \$50,000 to add to the OPEB Trust, which is to be reserved for appropriation for the purpose of funding future post-employment benefits, other than pensions.

Passed – majority voice vote declared by Moderator

Article 9. A motion was made and seconded by the Board of Selectmen to transfer from May 2014 ATM Article 16, May 2014 available funds, the sum of **\$20,000** for the purpose of conducting a classification study for positions within the Employee Association, and other union and non-union positions in the Town.

Passed – majority vote declared by Moderator
Count: 449 Yes 114 No

Article 10. A motion was made and seconded by the Board of Selectmen to transfer from Free Cash, the sum of \$104,000 to be apportioned as follows to the May 2015 Annual Town Meeting Article 12, Line 46 Waste Collection and Disposal Expense, \$74,000, Line 27 Fire Salaries \$3,000, Line 28 Fire Expense \$10,000, Line 14 Central Purchasing \$12,000 and Line 71 Unemployment Expense \$5,000 and further the Town vote to transfer \$12,000 to Line 12 Data Processing Expense from Line 13 Data Processing Salary and transfer \$6,5000 to Line 15 Town Clerk Salary from Line 8 Assessor's Salary.

Passed – majority voice vote declared by Moderator

Article 11. A motion was made and seconded by the Board of Selectmen to fix the salary and compensation of all elected officials of the Town as provided by Section 108, Chapter 41 of the General Laws as amended, and further to raise and appropriate \$81,664 for the following positions:

Moderator	\$ 500
Town Clerk	\$68,664
Selectmen (5) 2,500 each	\$12,500
Total	\$81,664

Passed – majority vote declared by Moderator
Count: 484 Yes 80 No

Article 12. A motion was made and seconded by the Board of Selectmen to set the operating budget at \$25,641,738 as printed in the warrant, and to meet this expenditure, to raise and appropriate and use estimated receipts totaling \$24,729,338; and transfer from the Ambulance Receipts Reserved account \$300,000 to Line 28 Fire Salaries; and transfer from the Septic Loan Betterment Account \$20,400 to Line 65 Septic Betterment Loan; and transfer from the Windmill Receipts Reserved account \$1,000 to Line 60 Beach & Recreation Expense; and transfer from the Government Media Access Account \$111,000 to Line 11 Data Processing salary; and transfer from the Solar Income Account, the sum of \$80,000 to Line 23 Energy and Fuels Expense; and transfer from Free Cash \$400,000 to Line 37; and further transfer from Free Cash (dog receipts) an additional \$2,500 to line 59, Library Expense.

Passed – majority vote declared by Moderator
Count: 523 Yes 51 No

Article 13. A motion was made and seconded by the Board of Selectmen to appropriate \$622,500, and to meet this appropriation, to raise and appropriate \$70,000; and transfer from Free Cash \$421,500 and transfer from the Ambulance Receipts Reserved Account \$116,000, and transfer from the Government media Access Account \$15,000, for the purposes of acquiring the items and undertaking the improvements as printed in the warrant.

Passed – majority vote declared by Moderator
Count: 528 Yes 38 No

Article 14. A motion was made and seconded by the Board of Selectmen in accordance with the requirements of the Town of Eastham Home Rule Charter Section 6-6A to accept the Capital Improvement Plan for FY18-FY22, as printed in the warrant.

A motion was made and seconded to amend Article 14 by removing item 142.

Motion to amend failed to pass required 2/3rds vote declared by Moderator
Count: 134 Yes 451 No

Main motion passed - declared majority by Moderator
Count: 536 Yes 43 No

Article 15. A motion was made and seconded by the Board of Selectmen to authorize the Board of Selectmen to petition the Great and General Court to approve a Home Rule Petition generally stated as follows, provided, however, that the General Court may make clerical or editorial changes of form only to said bill, unless the Board of Selectmen approves amendments thereto prior to enactment by the General Court, and provided further that Board of Selectmen is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition:

AN ACT RELATIVE TO THE CHARTER OF THE TOWN OF EASTHAM.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

Section 1: Chapter C9-5N of the charter of the Town of Eastham, which is on file in the office of the archivist of the commonwealth as provided in Section 12 of chapter 43B of the General Laws, is hereby amended by changing in the last sentence the word “three” to “five”, so that the sentence reads:-

“The Capital Projects committee shall consist of five (5) voting members and other nonvoting members, as follows”;

Section 2: Chapter C9-5N is further amended by adding in subsection (1) the words “and two at-large members”, so that the subsection reads:

(1) A Selectman and two at-large members, to be appointed by the Board of Selectmen (voting members).

Passed – majority voice vote declared by Moderator

Article 16. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham Zoning Bylaw Section II – Zoning Districts by adding a new Overlay District entitled "Groundwater Protection Overlay District" by adding the following text:

District J: Groundwater Protection Overlay District:

For the purposes of this Bylaw, there is hereby established within the Town of Eastham a groundwater Protection Overlay District. This area is delineated on a map entitled Town of Eastham Groundwater Protection Overlay District dated January 7, 2016, which is hereby made part of the Groundwater Protection District Bylaw and is on file in the office of the Town Clerk.

And, further to, amend **SECTION V - USES** by adding the following text:

DISTRICT J: GROUNDWATER PROTECTION OVERLAY DISTRICT:

SECTION 1: INTRODUCTION AND PURPOSE OF DISTRICT

1.1. The Groundwater Protection District is an overlay district superimposed on the zoning districts. This overlay district shall apply to all new construction, reconstruction, or expansion of existing buildings and new or expanded uses. Applicable activities and uses in a portion of one of the underlying zoning districts that fall within the Groundwater Protection District must additionally comply with the requirements of this Bylaw. Uses prohibited in the underlying zoning districts shall not be permitted in the Groundwater Protection District.

1.2. The purpose of this Groundwater Protection District is to:

- a. promote the health, safety, and general welfare of the community by ensuring an adequate quality and quantity of drinking water for the Town of Eastham;
- b. preserve and protect existing and potential sources of drinking water;
- c. conserve natural resources in the Town of Eastham; and
- d. prevent temporary and permanent contamination of the environment.

SECTION 2: DEFINITIONS

Automobile Graveyard: An establishment that is maintained, used, or operated for storing, keeping, buying, or selling wrecked, scrapped, ruined, or motor vehicle parts as defined in G.L. c.140B, s.1.

Aquifer: A geologic formation composed of rock, sand, or gravel that contains significant amounts of potentially recoverable water.

CMR: Code of Massachusetts Regulations.

Commercial Fertilizer: Any substance containing one or more recognized plant nutrients which is used for its plant nutrient content and which is designed for use, or claimed to have value in promoting plant growth, except un-manipulated animal and vegetable manures, marl, lime, limestone, wood ashes, and gypsum, and other products exempted by state regulations.

Discharge: The accidental or intentional disposal, deposit, injection, dumping, spilling, leaking, pouring, or placing of toxic or hazardous material or hazardous waste upon or into any land or water such that it may enter the surface or ground waters.

Groundwater Protection District: The land area consisting of aquifers and Zone II recharge areas as identified on a map and adopted pursuant to this Bylaw.

Hazardous Material: Any substance in any form which because of its quantity, concentration, or its chemical, corrosive, flammable, reactive, toxic, infectious or radioactive characteristics, either separately or in combination with one or more substances, constitutes a present or potential threat to human health, safety, welfare, or to the environment, when improperly stored, treated, transported, disposed of, used, or otherwise managed. Hazardous material includes, without limitation, synthetic organic chemicals, petroleum products, heavy metals, radioactive or infectious materials, and all substances defined as toxic or hazardous under G.L. c. 21E. This term shall not include hazardous waste or oil.

Historical High Groundwater Table Elevation: A groundwater elevation determined from monitoring wells and historical water table fluctuation data compiled by the United States Geological Survey.

Hazardous Waste: A substance or combination of substances, which because of quantity, concentration, or physical, chemical or infectious characteristics may cause, or significantly contribute to an increase in mortality or an increase in serious irreversible, or incapacitating reversible illness or pose a substantial present or potential hazard to human health, safety, or welfare or to the environment when improperly treated, stored, transported, used or disposed of, or otherwise managed. This term shall include all substances identified as hazardous pursuant to the Hazardous Waste Regulations, 310 CMR 30.000.

Impervious Surface: Material or structure on, above, or below the ground that does not allow precipitation or surface water runoff to penetrate into the soil.

Interim Wellhead Protection Area (IWPA): The MassDEP designated protection radius around a public water well that lacks a Zone II.

Junkyard: An establishment that is maintained, operated, or used for storing, keeping, buying, or selling junk, or for the maintenance or operation of an automobile graveyard, as defined in G.L. c.140B, s.1.

Landfill: A facility established in accordance with a valid site assignment for the purposes of disposing solid waste into or on the land, pursuant to the Solid Waste Regulations, 310 CMR 19.006.

MassDEP: Massachusetts Department of Environmental Protection.

G.L.: Massachusetts General Law.

Petroleum Product: Includes, but not limited to, fuel oil; gasoline; diesel; kerosene; aviation jet fuel; aviation gasoline; lubricating oils; oily sludge; oil refuse; oil mixed with other wastes; crude oils; or other liquid hydrocarbons regardless of specific gravity. Petroleum product shall not include liquefied petroleum gas including, but not limited to, liquefied natural gas, propane, or butane.

Non-Sanitary Wastewater: Wastewater discharges from industrial and commercial facilities containing wastes from any activity other than collection of sanitary sewage including, but not limited to, activities specified in 310 CMR 15.004(6).

Open Dump: A facility operated or maintained in violation of the Resource Conservation and Recovery Act 42 U.S.C. 4004(a) (b), or state regulations and criteria for solid waste disposal.

Recharge Areas: Land areas, such as a Zone II or Interim Wellhead Protection Area, where precipitation and surface water infiltrates into the ground to replenish groundwater and aquifers used for public drinking water supplies.

Septage: The liquid, solid, and semi-solid contents of privies, chemical toilets, cesspools, holding tanks, or other sewage waste receptacles. This term shall not include any material that is a hazardous waste, as defined by 310 CMR 30.000.

Sludge: The solid, semi-solid, and liquid residue that results from a process of wastewater treatment or drinking water treatment including wastewater residuals. This term shall not include grit, screening, or grease and oil, which are removed at the head-works of a facility.

Treatment Works: Any and all devices, processes and properties, real or personal, used in the collection, pumping, transmission, storage, treatment, disposal, recycling, reclamation, or reuse of waterborne pollutants, but not including any works receiving a hazardous waste from off the site of the works for the purpose of treatment, storage, or disposal.

Utility Works: Regulated activities providing for public services, including roads, water, sewer, electricity, gas, telephone, transportation and their associated maintenance activities. This term shall include the installation of detention and retention basins for controlling storm water.

Very Small Quantity Generator: Any public or private entity, other than residential, which produces less than 27 gallons (100 kilograms) a month of hazardous waste or waste oil, but not including any acutely hazardous waste as defined in 310 CMR 30.136.

Waste Oil Retention Facility: A waste oil collection facility for automobile service stations, retail outlets, and marinas, which is sheltered and has adequate protection to contain a spill, seepage, or discharge of petroleum waste products in accordance with G.L. c.21, s.52A.

Zone I: The protective radius around a public water supply well or well field that must be owned by the water supplier, or controlled through recorded conservation restriction. In most cases, it is a four hundred (400) foot radius around the well (less for wells pumping less than one hundred thousand (100,000) gallons per day (gpd)).

Zone II: The delineated recharge area to a public drinking water well as approved by MassDEP and defined under the Massachusetts Drinking Water Regulations 310 CMR 22.00. The area of an aquifer which contributes water to a well under the most severe pumping and recharge conditions that can be realistically anticipated (180

days of pumping at safe yield with no recharge from precipitation), as defined by 310 CMR 22.00 and as approved by the Massachusetts Department of Environmental Protection (DEP).

SECTION 3: ESTABLISHMENT AND DELINEATION OF GROUNDWATER PROTECTION DISTRICT

3.1. For the purposes of this Bylaw, there is hereby established within the Town of Eastham a Groundwater Protection Overlay District. This area is delineated on a map entitled Town of Eastham Groundwater Protection Overlay District dated January 7, 2016, which is hereby made part of the Groundwater Protection District Bylaw and is on file in the office of the Town Clerk.

SECTION 4: SPECIAL PERMIT

4.1. The Planning Board may issue a special permit for any use prohibited within the Groundwater Protection District, as set forth in Section 6 hereof, if the applicant can adequately demonstrate to the Planning Board that the groundwater beneath the parcel and the water runoff from the parcel does not contribute to existing or potential sources of drinking water. Any application for a special permit for this purpose shall be accompanied by adequate documentation.

4.2. The burden of proof shall be upon the applicant to demonstrate that the groundwater beneath the parcel and the water runoff from the parcel does not contribute to existing or potential sources of drinking water. The Town may engage professional engineers, hydrologists, geologists, or soil scientists to determine more accurately the boundaries of the groundwater watershed with respect to a particular parcel(s) of land, and may charge the owner for the cost of the investigation in accordance with Eastham Zoning Bylaw Section XII (G). If determined that a particular parcel does not in fact contribute to an existing or potential source of drinking water, a special permit may be granted subject to such conditions, as the Planning Board deems necessary and appropriate. The grant of a special permit does not alter the boundary of the Groundwater Protection District. Changes to the boundaries of the Groundwater Protection District require town meeting approval.

4.3. Where the boundary line of the Groundwater Protection District divides a lot or parcel, the requirements established by this Bylaw shall apply to the entire lot or parcel.

SECTION 5: PERMITTED USES

5.1. All uses permitted in the underlying zoning districts are permitted in the Ground Water Protection District except those specifically prohibited in Section 6 of this Bylaw.

5.2. All property used for municipal purposes by or on behalf of the Town of Eastham are exempt from the regulations of this Bylaw.

SECTION 6: PROHIBITED USES

6.1. The following land uses and activities are prohibited unless such uses and activities comply with the specified conditions provided herein:

- a. landfills and open dumps;
- b. automobile graveyards and junkyards;
- c. facilities that generate, treat, store, or dispose of hazardous waste that are subject to G.L. c.21C and 310 CMR 30.000, except for:
 1. very small quantity generators as defined under 310 CMR 30.000;
 2. household hazardous waste centers and events under 310 CMR 30.390;
 3. waste oil retention facilities required by G.L. c. 21, s.52A;
 4. water remediation treatment works approved by MassDEP for the treatment of contaminated waters.

d. petroleum, fuel oil, and heating oil bulk stations and terminals including, but not limited to, those listed under North American Industry Classification System (NAICS) Codes 424710 and 454311, except for liquefied petroleum gas.

e. storage of liquid hazardous materials and/or liquid petroleum products unless such storage is above ground level and on an impervious surface and either:

1. in container(s) or above ground tank(s) within a building; or
 2. outdoors in covered container(s) or above ground tank(s) in an area that has a containment system designed and operated to hold either; 10% of the total possible storage capacity of all containers or 110% of the largest container's storage capacity, whichever is greater.
- However, these storage requirements shall not apply to the replacement of existing tanks or systems for the keeping, dispensing or storing of gasoline provided the replacement is performed in a manner consistent with state and local requirements;

f. storage of sludge and septage, unless such storage is in compliance with 310 CMR 32.30 and 310 CMR 32.31;

g. storage of deicing chemicals unless such storage, including loading areas, is within a structure designed to prevent the generation and escape of contaminated runoff or leachate;

h. storage of animal manure unless contained within a structure designed to prevent the generation and escape of contaminated runoff or leachate;

i. storage of commercial fertilizers unless such storage is within a structure designed to prevent the generation and escape of contaminated runoff or leachate;

j. stockpiling and disposal of snow and ice containing deicing chemicals brought in from outside the Groundwater Protection District;

k. earth removal, consisting of the removal of soil, loam, sand, gravel, or any other earth material to within 4 feet of historical high groundwater as determined from monitoring wells and historical water table fluctuation data compiled by the United States Geological Survey, except for excavations for building foundations, roads, utility works or wetland restoration work conducted in accordance with a valid Order of Condition issued pursuant to G.L. c. 131, s.40; and

l. treatment or disposal works subject to 314 CMR 5.00, for non-sanitary wastewater, including those activities listed under 310 CMR 15.004(6), except for:

1. treatment works approved by MassDEP designed for the treatment of contaminated ground or surface water and operating in compliance with 314 CMR 5.05(3) or 5.05(13); and
2. publicly owned treatment works.

m. The use, generation, storage, treatment, or disposal of toxic or hazardous materials or wastes, including but not limited to: pesticides, herbicides, fungicides, rodenticides, nitrate fertilizers in quantities greater than those associated with normal household use or as regulated in the underlying zoning district.

n. rendering impervious any lot or parcel more than 15% or 2,500 square feet, whichever is greater; unless artificial recharge, that will not degrade water quality, is provided using methods demonstrated to

be capable of removing contaminants from storm water and which are consistent with methods described in MassDEP Stormwater Handbook, Vol. I, II and III, as amended.

SECTION 7: ENFORCEMENT

7.1. Written notice of any violations of this Bylaw shall be given by the Building Commissioner to the responsible person as soon as possible after detection of a violation or a continuing violation. Notice to the assessed owner of the property shall be deemed notice to the responsible person. Such notice shall specify the requirement or restriction violated and the nature of the violation, and may identify the actions necessary to remove or remedy the violations and preventive measures required for avoiding future violations and a schedule of compliance.

7.2. A copy of such notice shall be submitted to the Town of Eastham Water Commissioners, the Eastham Board of Health and the Eastham Planning Board. The cost of containment, clean up, or other action of compliance shall be borne by the owner/operator of the premises.

7.3. A person aggrieved by a notice of violation may appeal said notice to the Eastham Zoning Board of Appeals. All appeals shall be brought within thirty (30) days from the date of the notice which is being appealed.

SECTION 8: SEVERABILITY

8.1. If any provision of this Bylaw is held invalid by a court of competent jurisdiction, the remainder of the Bylaw shall not be affected thereby. The invalidity of any section or sections or parts of any section or sections of this Bylaw shall not affect the validity of the remainder of this Bylaw.

Passed required 2/3rds majority vote declared by Moderator
Count: 539 Yes 41 No

Article 17. A motion was made and seconded by the Board of Selectmen to transfer from the Debt Account the sum of **\$348,461.66** and transfer from free cash **\$41,538.34** to the FY 16 Interest on Long Term Debt Account.

Passed – majority vote declared by Moderator
Count: 541 Yes 27 No

Article 18. A motion was made and seconded by the Board of Selectmen to accept G.L. c39, Section 23D to authorize a member of a town board who has been absent from no more than a single session of a hearing at which testimony is heard or received, to participate in the remaining hearing sessions, provided said member shall examine all evidence received at the missed session, and certify such examination in writing in compliance with subsection (a) of said statute.

Passed – majority voice vote declared by Moderator

Article 19. A motion was made and seconded by the Board of Selectmen to transfer from the FY2017 Estimated Community Preservation revenues the following amounts: Open Space Reserve \$75,754; Historical Reserve \$75,754; Affordable Housing \$75,754; and \$75,754 Active Recreation Reserve, and \$454,527 to the FY17 Community Preservation Budgeted Reserve for Appropriation for a total of \$757,543.

Passed – majority vote declared by Moderator
Count: 509 Yes 55 No

Article 20. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Undesignated Fund Balance \$37,877 to an Administrative Expense Account for the purposes of administrative expenses.

Passed – majority voice vote declared by Moderator

Article 21. A motion was made and seconded by the Board of Selectmen to extend Article 27 of the 2013 Annual Town Meeting until May 31, 2017.

Passed – majority voice vote declared by Moderator

Article 22. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Fund Historic Reserve total sum of \$207,000, as a grant to the Nauset Fellowship, under such terms and conditions as the Selectmen may request, for purposes as printed in the warrant; and further to authorize the Board of Selectmen to acquire an historic preservation restriction on the property.

Passed – majority vote declared by Moderator

Count: 552 Yes 32 No

Article 23. A motion was made and seconded by the Board of Selectmen to transfer \$151,400 from the Community Preservation Active Recreation Reserve and \$348,600 from the Undesignated Fund Balance for expenditure under the direction of the Board of Selectmen for the construction of new recreational facilities or the repair of existing recreational facilities located at the Field of Dreams (rear of Town Hall).

Passed – majority vote declared by Moderator

Count: 498 Yes 78 No

Article 24. A motion was made and seconded by the Board of Selectmen to transfer the sum of \$12,000 from the Community Preservation Affordable Housing Fund Reserves, as a grant, to the Affordable Housing Trust for securing staff assistance; under such terms and conditions which the Board of Selectmen may require.

Passed – majority vote declared by Moderator

Count: 497 Yes 77 No

Article 25. A motion was made and seconded by the Board of Selectmen to transfer from the Community Preservation Undesignated Fund Balance, the sum of \$8,500 for expenditure under the direction of the Board of Selectmen for the construction of a new shade shelter at Wiley Park.

Passed – majority voice vote declared by Moderator

Article 26. A motion was made and seconded by the Board of Selectmen to transfer the sum of \$428,500 from the Community Preservation Undesignated Fund Balance for the purpose of paying debt payments for the following land acquisitions; Dyer Prince (Harris) Land Purchase **\$350,000** and the Aschettino Land Purchase **\$78,500**.

Passed – unanimous voice vote declared by Moderator

Article 27. A motion was made and seconded by the Board of Selectmen to accept as a public way, the layout of Hay Road from Governor Prence to Bridge Road as printed in the warrant; and further to authorize the Board of Selectmen to acquire by gift, purchase or eminent domain an easement in said road to use for all purposes for which public ways are used in the Town of Eastham and all related easements thereto.

Motion to call the question passed required 2/3rds vote as declared by
Moderator
Count: 502 Yes 80 No

Main motion passed required 2/3rds vote declared by Moderator
Count: 463 Yes 119 No

Article 28. A motion was made and seconded by the Board of Selectmen to indefinitely postpone Article 28.

Passed – majority voice vote declared by Moderator

Article 29. A motion was made and seconded by the Board of Selectmen to amend the Town of Eastham Code, Part 1, The Bylaws, Chapter 49, and Section 4 Paragraph A by deleting in its entirety and replacing it with the following:

A. In the event of a vacancy or vacancies occurring on the Finance Committee, the original appointing authority for that member shall be notified and the original appointing authority shall appoint a new member to complete the remainder of the term.

Passed – majority voice vote declared by Moderator

Article 30. A motion was made and seconded by the Board of Selectmen to authorize the Board of Selectmen to enter into a 99-year ground lease to assist in the development of affordable rental housing on Town owned land for two adjacent parcels of land (formerly owned by Purcell) consisting of a total of 11.2 acres more or less, and as shown on Eastham Assessor's Map 8, Parcel 147 and 147A, on such terms and conditions as the Board of Selectmen deem appropriate.

Passed – majority vote declared by Moderator
Count: 456 Yes 85 No

Article 31. Petitioner Scott Kerry made a motion, which was seconded, to vote to authorize the Board of Selectmen to acquire by gift, purchase, grant, and/or eminent domain, pursuant to M.G.L. c.79, a parcel of land located at 4790 State Highway and shown on Assessors Map 05, Parcel 124, and as more particularly identified in deeds recorded in the Barnstable County Registry of Deeds in Book 27046, Page 73, for general municipal purposes, including, but not limited to public housing, recreation, open space, economic development, and under such terms and conditions agreeable to the Selectmen; and that the sum of \$1,400,000 be appropriated for such acquisition; that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is hereby authorized to borrow \$1,400,000 and to issue bonds and notes therefore; provided that said appropriation is contingent on the passage of a Proposition 2 ½ debt exclusion vote.

Motion to call the question passed required 2/3rds vote as declared by
Moderator
Count: 486 Yes 57 No

Main motion failed required 2/3rds vote as declared by Moderator
Count: 321 Yes 228 No

Article 32. Petitioner Tom Johnson made a motion, which was seconded, to amend Section 100 of the Town of Eastham ByLaws to add a new Article III – Each Town Employee, elected official and appointed board member shall be provided an email account within the town electronic mail system and said account will be used for all official correspondence of the town.

Passed – majority voice vote declared by Moderator

Article 33. Petitioner Tom Johnson made a motion to indefinitely postpone Article 33.

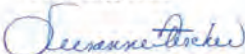
Passed – majority voice vote declared by Moderator

Article 34. A motion was made and seconded by the Board of Selectmen to accept the published reports of the town officers as printed and made available to the public in the 2015 Town of Eastham Annual Report, and to hear any unpublished reports of committees and to do or act on anything which may legally come before this meeting.

Passed – unanimous voice vote declared by Moderator

There were 606 voters present at the close of Town Meeting out of a possible 4085. This was the second time electronic voting was implemented. There being no further action of Town Meeting, the Selectmen moved and seconded a motion to dissolve Town Meeting at 9:35 p.m. The Moderator declared Town Meeting dissolved after a unanimous vote by voters.

A True Copy Attest:

A handwritten signature in blue ink, appearing to read "Susanne Fischer".

Susanne Fischer
Town Clerk

**Eastham Annual Town Election
May 17, 2016**

Pursuant to the conditions of the foregoing warrant, the voters assembled at Town Hall to cast their ballots for the following offices and questions on the warrant.

The results are as follows:

Selectman

Three-year term	Vote for two
Wallace Adams II	634
John F. Knight	621
Aimee Eckman	518
Michael P. Guzowski	261
Blanks	203
Write-Ins	<u>5</u>
Total	2242

Nauset Regional School Committee

Three-year term	Vote for one
Edward C. Brookshire	919
Blanks	197
Write-Ins	<u>5</u>
Total	1121

Elementary School Committee

Three-year term	Vote for two
Ann I. Crozier	840
Moiria E. Noonan-Kerry	804
Blanks	597
Write-In	<u>1</u>
Total	2242

Housing Authority

Five-year term	Vote for one
James C. McMakin	602
Michael P. Guzowski	353
Blanks	164
Write-Ins	<u>2</u>
Total	1121

Library Trustee

Three-year term	Vote for two
Sharon M. Krause	875
Norma P. Marcellino	877
Blanks	485
Write-Ins	<u>5</u>
Total	2242

Question #1

Shall the Town of Eastham be allowed to exempt from the provisions of proposition two and one-half, so-called, the amounts required to pay for the bonds issued and other related costs, in order to purchase the property located at 4790 State Highway consisting of approximately 10.860 acres and shown as Map 05, Parcel 124 on the Eastham Assessors Map.

Yes	468	No	632
		Blanks	<u>21</u>
		Total	1121

The polls opened at 7:00 a.m. and closed at 8:00 p.m. The results were read and posted by the Warden, Shawn Shea. There were 4084 voters registered for this election with 1121, (27.0) percent) casting their ballots.

A True Copy Attest:


Susanne Fischer
Town Clerk

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

STATE PRIMARY

SS: Barnstable County

To: Either of the Constables of the Town of Eastham --

GREETING:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Primaries to vote at:

Eastham Town Hall Pct. 1

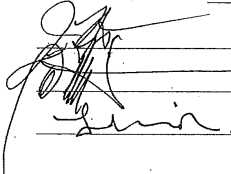
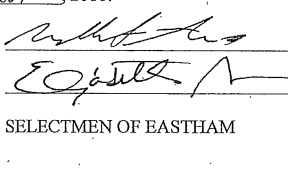
On **THURSDAY, THE EIGHTH DAY OF SEPTEMBER, 2016**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Primaries for the candidates of political parties for the following offices:

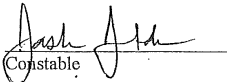
REPRESENTATIVE IN CONGRESS.....	NINTH DISTRICT
COUNCILLOR.....	FIRST DISTRICT
SENATOR IN GENERAL COURT.....	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT.....	FOURTH BARNSTABLE DISTRICT
SHERIFF.....	BARNSTABLE COUNTY
COUNTY COMMISSIONER.....	BARNSTABLE COUNTY

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 15th day of August, 2016.

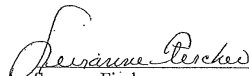
	
<u>Simon S. Burt</u>	<u>Edgell A. ...</u>
	SELECTMEN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.


Constable

8/18/16
Date

A True Copy Attest:


Susanne Fischer
Town Clerk

Town of Eastham

State Primary – September 8, 2016

Pursuant to the foregoing warrant, the voters assembled at Town Hall to cast their ballots in the State Primary and the results are as follows:

Democratic Ballots voted were 698.

Republican Ballots voted were 239.

United Independent Ballots voted were 7.

Green-Rainbow Ballots voted were 0.

The Ballot Box stood at 0000 at the beginning and read 944 when the polls were closed at 8:00 p.m. The Warden, Shawn Shea, declared the polls closed and the voter lists were verified. This vote represented 23 percent of registered voters.

There were 4070 voters registered for this election.

A True Copy Attest:



Susanne Fischer
Town Clerk

The Commonwealth of Massachusetts
State Primary
Thursday, September 8, 2016
Town of Eastham

Democratic Party

**Representative in Congress
Ninth District**

William Richard Keating	611
All Others	7
Blanks	80
Total Votes Cast	698

**Councillor
First District**

Joseph C. Ferreira	519
All Others	2
Blanks	177
Total Votes Cast	698

**Senator in General Court
Cape & Islands District**

Julian Andre Cyr	450
Sheila R. Lyons	240
Brian R. Mannal	4
All Others	1
Blanks	3
Total Votes Cast	698

**Representative in General Court
Fourth Barnstable District**

Sarah K. Peake	631
All Others	3
Blanks	64
Total Votes Cast	698

**Sheriff
Barnstable County**

Randy P. Azzato	516
All Others	2
Blanks	180
Total Votes Cast	698

**County Commissioner
Barnstable County**

Mary Pat Flynn	441
Mark R. Forest	429
All Others	2
Blanks	524
Total Votes Cast	1396

Republican Party

**Representative in Congress
Ninth District**

Mark C. Alliegro	162
Thomas Joseph O'Malley Jr	70
All Others	0
Blanks	7
Total Votes Cast	239

**Councillor
First District**

No Nomination	0
All Others	17
Blanks	222
Total Votes Cast	239

**Senator in General Court
Cape & Islands District**

James H. Crocker, Jr.	131
Anthony E. Schiavi	107
All Others	0
Blanks	1
Total Votes Cast	239

**Representative in General Court
Fourth Barnstable District**

No Nomination	0
All Others	17
Blanks	222
Total Votes Cast	239

Republican Continued**Sheriff****Barnstable County**

James M. Cummings	205
All Others	0
Blanks	34
Total Votes Cast	239

County Commissioner**Barnstable County**

Ronald R. Beaty, Jr.	137
Linda A. Bond	144
All Others	1
Blanks	196
Total Votes Cast	478

United Independent Party**Representative in Congress
Ninth District**

No Nomination	0
All Others	4
Blanks	3
Total Votes Cast	7

Councillor**First District**

No Nomination	0
All Others	3
Blanks	4
Total Votes Cast	7

**Senator in General Court
Cape & Islands District**

No Nomination	0
All Others	5
Blanks	2
Total Votes Cast	7

Representative in General Court**Fourth Barnstable District**

No Nomination	0
All Others	4
Blanks	3
Total Votes Cast	7

Sheriff**Barnstable County**

No Nomination	0
All Others	3
Blanks	4
Total Votes Cast	7

County Commissioner**Barnstable County**

No Nomination	0
All Others	5
Blanks	9
Total Votes Cast	14

Green-Rainbow Party**Representative in Congress
Ninth District**

No Nomination	0
All Others	0
Blanks	0
Total Votes Cast	0

Councillor**First District**

No Nomination	0
All Others	0
Blanks	0
Total Votes Cast	0

**Senator in General Court
Cape & Islands District**

No Nomination	0
All Others	0

Blanks	0
Total Votes Cast	0

Green-Rainbow Continued

**Representative in General Court
Fourth Barnstable District**

No Nomination	0
All Others	0
Blanks	0
Total Votes Cast	0

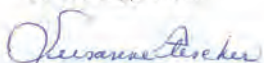
**Sheriff
Barnstable County**

No Nomination	0
All Others	0
Blanks	0
Total Votes Cast	0

**County Commissioner
Barnstable County**

No Nomination	0
All Others	0
Blanks	0
Total Votes Cast	0

A True Copy Attest:



Susanne Fischer
Town Clerk

COMMONWEALTH OF MASSACHUSETTS
WILLIAM FRANCIS GALVIN
SECRETARY OF THE COMMONWEALTH

STATE ELECTION

SS: Barnstable County
To: The Constables of the Town of Eastham

GREETINGS:

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in the State Election to vote at

Eastham Town Hall Precinct 1

on **TUESDAY, THE EIGHTH DAY OF NOVEMBER, 2016**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices and questions:

ELECTORS OF PRESIDENT AND VICE PRESIDENT.....	FOR THIS COMMONWEALTH
REPRESENTATIVE IN CONGRESS.....	NINTH DISTRICT
COUNCILLOR	FIRST DISTRICT
SENATOR IN GENERAL COURT.....	CAPE & ISLANDS DISTRICT
REPRESENTATIVE IN GENERAL COURT.....	FOURTH BARNSTABLE DISTRICT
SHERIFF.....	BARNSTABLE COUNTY
COUNTY COMMISSIONER.....	BARNSTABLE COUNTY
BARNSTABLE ASSEMBLY DELEGATE.....	EASTHAM

QUESTION 1: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would allow the state Gaming Commission to issue one additional category 2 license, which would permit operation of a gaming establishment with no table games and not more than 1,250 slot machines.

The proposed law would authorize the Commission to request applications for the additional license to be granted to a gaming establishment located on property that is (i) at least four acres in size; (ii) adjacent to and within 1,500 feet of a race track, including the track's additional facilities, such as the track, grounds, paddocks, barns, auditorium, amphitheatre, and bleachers; (iii) where a horse racing meeting may physically be held; (iv) where a horse racing meeting shall have been hosted; and (v) not separated from the race track by a highway or railway.

A YES VOTE would permit the state Gaming Commission to license one additional slot-machine gaming establishment at a location that meets certain conditions specified in the law.

A NO VOTE would make no change in current laws regarding gaming.

QUESTION 2: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would allow the state Board of Elementary and Secondary Education to approve up to 12 new charter schools or enrollment expansions in existing charter schools each year. Approvals under this law could expand statewide charter school enrollment by up to 1% of the total statewide public school enrollment each year. New charters and enrollment expansions approved under this law would be exempt from existing limits on the number of charter schools, the number of students enrolled in them, and the amount of local school districts' spending allocated to them.

If the Board received more than 12 applications in a single year from qualified applicants, then the proposed law would require it to give priority to proposed charter schools or enrollment expansions in districts where student performance on statewide assessments is in the bottom 25% of all districts in the previous two years and where demonstrated parent demand for additional public school options is greatest.

New charter schools and enrollment expansions approved under this proposed law would be subject to the same approval standards as other charter schools, and to recruitment, retention, and multilingual outreach requirements that currently apply to some charter schools. Schools authorized under this law would be subject to annual performance reviews according to standards established by the Board.

The proposed law would take effect on January 1, 2017.

A YES VOTE would allow for up to 12 approvals each year of either new charter schools or expanded enrollments in existing charter schools, but not to exceed 1% of the statewide public school enrollment.

A NO VOTE would make no change in current laws relative to charter schools.

QUESTION 3: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

This proposed law would prohibit any farm owner or operator from knowingly confining any breeding pig, calf raised for veal, or egg-laying hen in a way that prevents the animal from lying down, standing up, fully extending its limbs, or turning around freely. The proposed law would also prohibit any business owner or operator in Massachusetts from selling whole eggs intended for human consumption or any uncooked cut of veal or pork if the business owner or operator knows or should know that the hen, breeding pig, or veal calf that produced these products was confined in a manner prohibited by the proposed law. The proposed law would exempt sales of food products that combine veal or pork with other products, including soups, sandwiches, pizzas, hotdogs, or similar processed or prepared food items.

The proposed law's confinement prohibitions would not apply during transportation; state and county fair exhibitions; 4-H programs; slaughter in compliance with applicable laws and regulations; medical research; veterinary exams, testing, treatment and operation if performed under the direct supervision of a licensed veterinarian; five days prior to a pregnant pig's expected date of giving birth; any day that pig is nursing piglets; and for temporary periods for animal husbandry purposes not to exceed six hours in any twenty-four hour period.

The proposed law would create a civil penalty of up to \$1,000 for each violation and would give the Attorney General the exclusive authority to enforce the law, and to issue regulations to implement it. As a defense to enforcement proceedings, the proposed law would allow a business owner or operator to rely in good faith upon a written certification or guarantee of compliance by a supplier.

The proposed law would be in addition to any other animal welfare laws and would not prohibit stricter local laws.

The proposed law would take effect on January 1, 2022. The proposed law states that if any of its parts were declared invalid, the other parts would stay in effect.

A YES VOTE would prohibit any confinement of pigs, calves, and hens that prevents them from lying down, standing up, fully extending their limbs, or turning around freely.

A NO VOTE would make no change in current laws relative to the keeping of farm animals.

QUESTION 4: LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, on which no vote was taken by the Senate or the House of Representatives on or before May 3, 2016?

SUMMARY

The proposed law would permit the possession, use, distribution, and cultivation of marijuana in limited amounts by persons age 21 and older and would remove criminal penalties for such activities. It would provide for the regulation of commerce in marijuana, marijuana accessories, and marijuana products and for the taxation of proceeds from sales of these items.

The proposed law would authorize persons at least 21 years old to possess up to one ounce of marijuana outside of their residences; possess up to ten ounces of marijuana inside their residences; grow up to six marijuana plants in their residences; give one ounce or less of marijuana to a person at least 21 years old without payment; possess, produce or transfer hemp; or make or transfer items related to marijuana use, storage, cultivation, or processing.

The measure would create a Cannabis Control Commission of three members appointed by the state Treasurer which would generally administer the law governing marijuana use and distribution, promulgate regulations, and be responsible for the licensing of marijuana commercial establishments. The proposed law would also create a Cannabis Advisory Board of fifteen members appointed by the Governor. The Cannabis Control Commission would adopt regulations governing licensing qualifications; security; record keeping; health and safety standards; packaging and labeling; testing; advertising and displays; required inspections; and such other matters as the Commission considers appropriate. The records of the Commission would be public records.

The proposed law would authorize cities and towns to adopt reasonable restrictions on the time, place, and manner of operating marijuana businesses and to limit the number of marijuana establishments in their communities. A city or town could hold a local vote to determine whether to permit the selling of marijuana and marijuana products for consumption on the premises at commercial establishments.

The proceeds of retail sales of marijuana and marijuana products would be subject to the state sales tax and an additional excise tax of 3.75%. A city or town could impose a separate tax of up to 2%. Revenue received from the additional state excise tax or from license application fees and civil penalties for violations of this law would be deposited in a Marijuana Regulation Fund and would be used subject to appropriation for administration of the proposed law.

Marijuana-related activities authorized under this proposed law could not be a basis for adverse orders in child welfare cases absent clear and convincing evidence that such activities had created an unreasonable danger to the safety of a minor child.

The proposed law would not affect existing law regarding medical marijuana treatment centers or the operation of motor vehicles while under the influence. It would permit property owners to prohibit the use, sale, or production of marijuana on their premises (with an exception that landlords cannot prohibit consumption by tenants of marijuana by means other than by smoking); and would permit employers to prohibit the consumption of marijuana by employees in the workplace. State and local governments could continue to restrict uses in public buildings or at or near schools. Supplying marijuana to persons under age 21 would be unlawful.


The proposed law would take effect on December 15, 2016.

A YES VOTE would allow persons 21 and older to possess, use, and transfer marijuana and products containing marijuana concentrate (including edible products) and to cultivate marijuana, all in limited amounts, and would provide for the regulation and taxation of commercial sale of marijuana and marijuana products.

A NO VOTE would make no change in current laws relative to marijuana.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this 17 day of October, 2016.
(month)

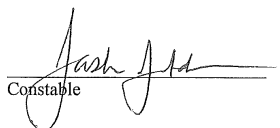


Susan S Bent

Robert A. ...

SELECTMEN OF EASTHAM

I have posted attested copies of this warrant at the Post Office in Eastham and North Eastham at least seven days before the date of this election.

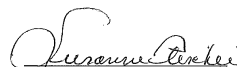


Constable

10/20/16

Date

A True Copy Attest:



Susanne Fischer
Town Clerk

**COMMONWEALTH OF MASSACHUSETTS
STATE ELECTION
TUESDAY, NOVEMBER 8, 2016
TOWN OF EASTHAM**

President and Vice President

Clinton and Kaine – Democratic	2203
Johnson and Weld – Libertarian	134
Stein and Baraka – Green-Rainbow	61
Trump and Pence – Republican	1199
Write in	55
Blanks	50

Sheriff

James M. Cummings – Republican	1872
Randy P. Azzato – Democratic	1608
Write In	1
Blanks	221

County Commissioner

Representative in Congress

William Richard Keating – Democratic	2229
Mark C. Alliegro – Republican	1080
Christopher D. Cataldo – Unenrolled	27
Paul J. Harrington – Independent	238
Anna Grace Raduc – Unenrolled	20
Write In	0
Blanks	108

Mary Pat Flynn – Democratic	1944
Ronald R. Beaty Jr – Republican	996
Linda A. Bond – Republican	884
Mark R. Forest – Democratic	1324
Write In	5
Blanks	2251

Barnstable Assembly of Delegates

Write In: Edward Atwood	55
Write In	0
Blanks	3647

Councillor

Joseph C. Ferreira – Democratic	2605
Write In	21
Blanks	1076

Question #1

1089 Yes	2480 No	Blanks	133
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Question #2

1609 Yes	2033 No	Blanks	60
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Question #3

2950 Yes	693 No	Blanks	59
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Question #4

1876 Yes	1783 No	Blanks	43
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Senator in General Court

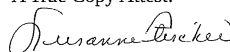
Julian Andre Cyr – Democratic	2273
Anthony E. Schiavi – Republican	1258
Write In	3
Blanks	168

Representative in General Court

Sarah K. Peake – Democratic	2856
Write In	30
Blanks	816

The Ballot Boxes stood at 0000 at the beginning and read 3702 when the Warden, Shawn Shea, declared the polls closed and the voter lists were verified. This vote represented 85% of registered voters. There were 4265 voters registered for this election.

A True Copy Attest:


Susanne Fischer
Town Clerk

COLLECTOR'S REPORT OUTSTANDING TAXES

	UNCOLLECTED TAXES 06/30/2015	COMMITMENTS	ABATEMENTS AND ADJUSTMENTS	TRANSFERS TO TAX TITLE	COLLECTIONS NET OF REFUNDS	UNCOLLECTED TAXES 6/30/2016
REAL ESTATE						
2014	\$ 38,557	\$ -	\$ -	\$ 14,823	\$ 23,734	\$ -
2015	\$ 286,118	\$ -	\$ 707	\$ 50,457	\$ 201,799	\$ 33,155
2016	\$ -	\$ 20,084,817	\$ 98,328	\$ -	\$ 19,656,253	\$ 330,236
COMMUNITY PRESERVATION ACT						
2014	\$ 834	\$ -	\$ -	\$ 445	\$ 389	\$ -
2015	\$ 6,959	\$ -	\$ 21	\$ 1,514	\$ 4,918	\$ 506
2016	\$ -	\$ 602,531	\$ 2,907	\$ -	\$ 590,725	\$ 8,899
PERSONAL PROPERTY						
Prior Years	\$ 428	\$ -	\$ -	\$ -	\$ -	\$ 428
2007	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2008	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2009	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2010	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2011	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2012	\$ 14	\$ -	\$ -	\$ -	\$ 14	\$ -
2013	\$ 121	\$ -	\$ -	\$ -	\$ 93	\$ 29
2014	\$ 302	\$ -	\$ -	\$ -	\$ 176	\$ 126
2015	\$ 3,375	\$ -	\$ -	\$ -	\$ 2,266	\$ 1,109
2016	\$ -	\$ 194,176	\$ 677	\$ -	\$ 189,893	\$ 3,607

COLLECTOR'S REPORT **OUTSTANDING TAXES**

MOTOR VEHICLE & BOAT EXCISE TAX	UNCOLLECTED		ABATEMENTS		COLLECTIONS		UNCOLLECTED	
	TAXES		ADJUSTMENTS	AND	NET OF		TAXES	
	06/30/2015	COMMITMENTS			REFUNDS		6/30/2016	
1995	\$ 143	\$ -	\$ -	-	\$ -	-	\$ 143	
1996	\$ 189	\$ -	\$ -	-	\$ -	-	\$ 189	
1997	\$ 234	\$ -	\$ -	-	\$ -	-	\$ 234	
1998	\$ 221	\$ -	\$ -	-	\$ -	-	\$ 221	
1999	\$ 357	\$ -	\$ -	-	\$ -	-	\$ 357	
2000	\$ 548	\$ -	\$ -	-	\$ -	-	\$ 548	
2001	\$ 2,194	\$ -	\$ -	-	\$ -	45	\$ 2,149	
2002	\$ 2,530	\$ -	\$ -	-	\$ -	26	\$ 2,504	
2003	\$ 2,089	\$ -	\$ -	-	\$ -	41	\$ 2,049	
2004	\$ 2,372	\$ -	\$ -	-	\$ -	55	\$ 2,317	
2005	\$ 2,138	\$ -	\$ -	-	\$ -	-	\$ 2,138	
2006	\$ 2,592	\$ -	\$ -	-	\$ -	-	\$ 2,592	
2007	\$ 1,336	\$ -	\$ -	-	\$ -	-	\$ 1,336	
2008	\$ 2,203	\$ -	\$ -	-	\$ -	-	\$ 2,203	
2009	\$ 2,458	\$ -	\$ -	-	\$ -	-	\$ 2,458	
2010	\$ 2,198	\$ -	\$ -	-	\$ -	248	\$ 1,949	
2011	\$ 2,722	\$ -	\$ -	-	\$ -	784	\$ 1,938	
2012	\$ 2,212	\$ -	\$ -	-	\$ -	403	\$ 1,808	
2013	\$ 4,681	\$ -	\$ -	158	\$ -	1,683	\$ 2,840	
2014	\$ 10,213	\$ -	\$ -	66	\$ -	6,193	\$ 3,954	
2015	\$ 37,965	\$ 80,124	\$ 8,000		\$ -	102,340	\$ 7,749	
2016	\$ -	\$ 755,913	\$ 19,465		\$ -	690,679	\$ 45,768	

TREASURER'S CASH
June 30, 2016

Cash & Checks in Office	\$	150
Non-Interest Bearing Checking Accounts	\$	-
Interest Bearing Checking Accounts	\$	10,460,653
Liquid Investments	\$	-
Trust Funds	\$	1,806,802
Total All Cash and Investments	\$	<u>12,267,605</u>

Respectfully Submitted,

Joan M. Plante
Treasurer/Collector

TRUST FUNDS
June 30, 2016

FUND NAME	EXPENDABLE	NON-EXPENDABLE	BALANCE 6/30/16
Timothy Smith Fund	\$ 140,687.94	\$ 50,000.00	\$ 190,687.94
Olde Wind Grist Mill	\$ 5,173.48	\$ 5,500.00	\$ 10,673.48
Town Hall Fund	\$ 2,922.62	\$ 1,400.00	\$ 4,322.62
World War I Memorial Fund	\$ 432.08	\$ 268.38	\$ 700.46
Maurice Wiley Scholarship Fund	\$ 3,763.74	\$ 2,040.00	\$ 5,803.74
Mercy Mines Cemetery Fund	\$ 827.91	\$ 50.00	\$ 877.91
Frank O. Daniels Cemetery Fund	\$ 61.01	\$ 50.00	\$ 111.01
Eastham Grange Educational Aid	\$ 12,146.14	\$ -	\$ 12,146.14
Affordable Housing Trust	\$1,059,163.11	\$ -	\$ 1,059,163.11
Stabilization	\$ 53,079.28	\$ -	\$ 53,079.28
Law Enforcement Trust	\$ 1,235.96	\$ -	\$ 1,235.96
OPEB Trust Fund	\$ 25,425.30	\$ -	\$ 25,425.30
Library Trustees Interest Account	\$ 360,832.58	\$ -	\$ 360,832.58
Library Trustees Memorial Fund	\$ 15,119.41	\$ 48,821.81	\$ 63,941.22
Eugenia & Andrew Merrill Memorial Fund	\$ 714.88	\$ 500.00	\$ 1,214.88
Robert C. Billings Memorial Fund	\$ 6,506.47	\$ 14,000.00	\$ 20,506.47
Thomas R. Cawley Memorial Fund	\$ 479.59	\$ 1,275.00	\$ 1,754.59
Gertrude D. Nason Memorial Fund	\$ 2,671.02	\$ 2,500.00	\$ 5,171.02
Gertrude P. Zollinger Memorial Fund	\$ 1,014.24	\$ 1,000.00	\$ 2,014.24
Robert W. Sparrow Memorial Fund	\$ 278.64	\$ 8,162.00	\$ 8,440.64
Capt. Cyrus H. Campbell Memorial Fund	\$ 669.55	\$ 1,000.00	\$ 1,669.55
Vivian Andrist Memorial Fund	\$ 165.65	\$ 2,290.00	\$ 2,455.65

Respectfully Submitted,

Joan M. Plante
Treasurer/Collector

EASTHAM VETERANS' SERVICES

To the Honorable Board of Selectmen and the Citizens of the Town of Eastham:

The following report is of the activities of the Department of Veterans' Services for calendar year 2016. Our duties are categorized in two basic areas: Benefits and services.

Commonwealth Low-income Benefits:

This program is covered and authorized under Massachusetts General Law Chapter 115. It provides financial assistance to honorably-discharged veterans who establish need and worthiness and are residents of the Town of Eastham. During the year, the town, through our office extended benefits to qualified veterans totaling \$9,357 for housing, food, heat, medical and other related costs. The amount expended was reimbursed to the town by the commonwealth at a rate of 75 percent of total expenditures.

Federal Benefits and Services:

We assisted veterans and their dependents in obtaining federal, state and local benefits under the broad umbrella of the Department of Veterans Affairs. These services included payments for service-connected disabilities, pensions, education, medical, burial, medals and records. During the year, this office assisted in obtaining \$1,097,367 in cash payments for compensation and pensions for Eastham veterans and their dependents. These federal funds greatly reduced the demand on our local aid fund.

We would like to extend our thanks to the Eastham Council on Aging for hosting an annual seminar which allows us to inform the town's veterans and widows regarding their available benefits.

We would especially like to thank the town administrator and town accountant for their assistance and support throughout the year.

Contact Information:

Our service officers for Eastham are Wil Remillard and Shawney Carroll. We encourage all veterans and their dependents to utilize our services. We hold office hours for the Lower Cape at our office located at 100 Oak Street, Harwich on Tuesday, Wednesday and Thursday from 9:00 AM to 4:00 PM. The phone number is 1-508-430-7510. Veterans may also contact our main office in Hyannis five days per week at 1-888-778-8701.

In Service to Veterans,

Wilfred Remillard
Veterans Service Officer
Town of Eastham

Edward F. Merigan
Director/Veterans Agent
Barnstable District

VISITOR'S TOURISM AND PROMOTION SERVICES BOARD

Our charge is to enhance and promote services for tourists which will also provide opportunities for our residents.

Band concerts on Monday nights continue to be our largest undertaking. Each Monday night during July and August we bring a different musical group to the Windmill Green. We feature different musical styles and groups try to appeal to the different tastes of our audience. We include local musicians as well as groups from other areas.

Eastham Forum Flower Islands (EFFI) continues to receive our support in the beautification of our traffic islands.

Our banners continue to welcome everyone each season with some of our budget paying for the installation of the banners seasonally.

We have strived to enhance Windmill Green in the holiday season as well as during the summer with lighted trees and displays.

We held our first Christmas carol party on Windmill Green, featuring Nauset High School singers, hot cocoa and cookies.

Respectfully submitted,

Prudence Kerry, Chair
Bonnie Nuendel
Barbara Komins
Edward Atwood
Jim Russo

WATER MANAGEMENT COMMITTEE

The Water Management Committee, with nine members, provides review and advice on public water supply, wastewater, and protection of surface, ground, fresh, and estuary water quality.

Minister/Schoolhouse Pond Remediation. The town continues to pursue macrophyte harvesting as a remedial course of action and intends to accomplish an aquatic plant survey to determine the presence of nuisance and protected species by working with freshwater pond consultants and a commercial provider during the 2017 growing season. Carrying out the harvesting depends on survey results and obtaining town and state permits. Abutters asked the Committee for assistance.

Brochure “Keeping Eastham Ponds Healthy.” The committee distributed more than 600 copies of the tri-fold brochure to the public through town facilities, the Chamber of Commerce, real estate rental offices, and Windmill Weekend. The brochure, published by the committee in January 2014, explains freshwater pond water quality concerns and encourages best practices.

Committee Water Reference List. The committee continued update the water reference list ending the year with 48 documents related to Eastham water resources.

Committee Member Retirements. The committee recognizes Janet Sisterson on her retirement from the committee in June 2016 after four years of service.

Other Water-Related Actions. The committee monitored the following actions:

1. Municipal Water Supply. By year’s end the Town achieved Eastham Water System certification by the Massachusetts Department of Environmental Protection with supply flowing from both wells to the storage tank, to distribution main pipes, and to 65 connected customers in the mandatory connection landfill area, and the new town library on Samoset Road. Construction work continued with initial water entering main pipes under Route 6 and most major connecting roads and with curb stop installation continuing for customer access.

2. Eastham Wastewater Planning Update. The town continued to prepare an updated wastewater nitrogen management plan in 2016 as required by the Cape Cod Water Quality Management Plan Update (Section 208 Plan) approved by the United States Environmental Protection Agency in September 2015. Consultants reviewed existing plans/studies, environmental conditions, regulatory requirements, neighboring town plans, and potential remedial courses of action under differing scenarios and documented the work in four technical memos in support of the decision-making process. The work included preparation and submission of five watershed reports (Boat Meadow, Herring River, Nauset Harbor, Rock Harbor and Wellfleet Harbor). Six town resident volunteers with strong science, medical and regulatory backgrounds assisted in document review.

3. Closed Landfill Groundwater Contamination. The town expanded the known contamination area boundary to include a small area on the west side of Route 6 based on detection of 1, 4 Dioxane in groundwater there in 2016. Efforts to determine extent continue.

4. Orleans Water Quality Advisory Panel. Eastham representatives, appointed by the selectmen, continued to participate in the Town of Orleans wastewater strategy development, implementation, and adaptive management through attending as many as 27 separate public session and sharing information gained with Eastham staff and organizations in 2016. The strategy includes the traditional approach of sewage collection and treatment for the village center and Meeting House Pond areas, and the non-traditional approaches of: aquaculture, permeable reactive barriers and freshwater pond remediation. The effort also includes one or more test sites for nitrogen-reducing barrier technology sponsored by the Barnstable County Health Department.

5. Orleans-Brewster-Eastham Groundwater Protection District. Delivery of septage (sewage bio-solids) stopped at the Tri-Town Septage Treatment Facility June 1, 2016 and workers completed facility decommissioning August 31, 2016 as directed by the Towns of Orleans, Brewster and Eastham, the joint owners/operators. Facility demolition begins September 2017 and continues to February 2018 with an estimated cost of \$2.3 million with projected funding by the towns through May 2017 town meetings. Orleans wastewater planning includes construction of a sewage treatment facility to treat sewage collected from the village center. Eastham proposes joining the Orleans collection, if cost effective.

6. Freshwater Quality Monitoring. A freshwater monitoring project begun in 2001 continued at a reduced scale with 15 volunteers collecting measurements and samples (temperature, transparency, dissolved oxygen, nitrate-nitrogen, etc.) in 11 ponds, once each in April and September, under the Pond and Lakes Stewards (PALS) program administered by Barnstable County.

7. Estuary Water Quality Monitoring. More than a dozen volunteers and town and National Seashore staff began a three-year, tide-synchronized measurement and sample collection project at six sites on five dates April through September in and near Salt Pond using the Pleasant Bay Alliance program to identify/confirm with sufficient accuracy the existing water quality and need for remediation.

8. Rock Harbor Boat Basin Water Quality Regulation. The Towns of Eastham and Orleans have proposed regulation of water quality in Rock Harbor using the boat-basin standard and anticipate a decision after completion of planning for other watershed wastewater planning.

9. Dredge Nauset Harbor. With the intent of improving navigation and public safety, the Town of Orleans completed a feasibility assessment in 2016 for dredging the natural channel from Town Cove to the inlet, with a \$1.5-1.7 million estimated cost and excavation beginning in 2020, if approved. Assessment preparers envision a joint Eastham-Orleans environmental permit application due to excavation in both towns and coordination with Cape Cod National Seashore.

Respectfully submitted,

Charles Harris, Chair

ZONING BOARD OF APPEALS

The following information summarizes the activities of the Eastham Zoning Board of Appeals for 2016.

The Zoning Board of Appeals acted on 17 applications, distributed as follows:

Special Permits	11
Variances	4
Comprehensive Permits (Chapter 40B)	2

In addition to its regular monthly meetings, the ZBA participated in the review of the Town's updated Housing Production Plan which was adopted by the Selectmen and approved by the State in March 2016. The Zoning Board of Appeals also commenced public hearings on two Chapter 40B Affordable Housing proposals (Governor Prentice Residences and the Purcell Community Housing Development). As of this report, the review process for both of these proposals is still ongoing. The Zoning Board of Appeals would like to thank all the members of the many other town boards and committees and in particular, the Town of Eastham Planning Board, who have provided assistance to the ZBA in reviewing these two affordable housing proposals.

The Zoning Board of Appeals experienced some changes over this past year; they would like to thank George Reinhart and John Zazzaro for their years of dedicated service to the town. Both George and John decided to step down from the board to pursue other interests. The remaining members of the ZBA wish them all the best in their future endeavors. The board also welcomed new member Ralph Holcomb.

We are fortunate that the ZBA is comprised of an excellent team of concerned and talented Eastham residents who work to help shape the future of our community.

Respectfully submitted,

Robert J. Sheldon, Chair
Edward Schneiderhan, Vice Chair
Joanne Verlinden, Clerk
Stephen L. Wasby
Ralph Holcomb

TOWN ACCOUNTANT

TOWN OF EASTHAM Combined Balance Sheet-All Fund Types And Account Group June 30, 2016

	Governmental Fund Types			Fiduciary Fund Types		Account Group		Totals
				Types				
	General	Special Revenue	Capital Projects	Trust & Agency	General Long Term Obligation	(Memorandum Only)		
Assets								
Cash	4,058,032.79	4,443,136.24	1,963,545.41	1,802,890.69		12,267,605.13		
Petty Cash	495.00					495.00		
Investments								
Property Taxes Receivable:								
Real Estate	363,390.92							
Personal Property	5,298.29				363,390.92			5,298.29
Land Bank/CPC	9,404.07							9,404.07
Reserved for Abatements/Exemptions	(278,671.84)					(278,671.84)		
Other Accounts Receivable:								
Motor Vehicle Excise Tax	82,737.92			137,095.21		137,095.21		137,095.21
Other Excise	4,645.33							82,737.92
Tax Liens	192,785.43							4,645.33
Accounts Receivable		3,160.84						192,785.43
Special Assessments		99,740.12						3,160.84
Departmental (Ambulance)		365,824.63						99,740.12
Intergovernmental								365,824.63
Deferred Taxes								-
Tax Foreclosures	58,928.12							58,928.12
Amounts To Be Provided For Retirement Of Long Term Obligations							143,851,727.29	143,851,727.29
Total Assets	4,497,046.03	4,911,861.83	1,963,545.41	1,939,985.90	143,851,727.29	157,164,166.46		

Liabilities and Fund Equity									
Accounts Payable Control	45,569.62								45,569.62
Warrants payable	167,604.51								167,604.51
Net Payroll Payable	149,907.82								149,907.82
Payroll Withholdings	128,140.76								128,140.76
Firearms Payable	2,412.50								2,412.50
Other Liabilities									-
Deferred Revenue Real Estate	90,017.37								90,017.37
Deferred Revenue Other	348,500.87	468,725.59		137,095.21					954,321.67
Landfill Closure and Postclosure Care Costs									
Accrued Sick/vacation Liability									
Leases Payable						358,530.31			358,530.31
Bond Anticipation Notes						301,396.98			301,396.98
Notes Payable-Current			7,451,383.00						-
Bonds Payable							35,792,203.00		7,451,383.00
Authorized & Unissued							107,399,597.00		35,792,203.00
Total Liabilities	932,153.45	468,725.59	7,451,383.00	137,095.21	143,851,727.29				107,399,597.00
									152,841,084.54

Fund Equity:				
Fund Balances:				
Reserved:				
Reserved for Encumbrances	304,915.85			304,915.85
Reserved for Special Articles	1,276,166.34	31,136.49		1,307,302.83
Reserved for Debt				-
Reserved for Expenditures	920,000.00			920,000.00
Court Judgement	(400,000.00)			(400,000.00)
Reserved for Expend-Open Space		85,899.04		85,899.04
Reserved for Expend-Housing		26,108.03		26,108.03
Reserved for Expend-Historical		168,745.46		168,745.46
Reserved for Expend-Recreation		75,386.00		75,386.00
Unreserved:				
Unreserved Appropriation Deficits				
Undesignated/Unreserved	1,463,810.39	4,055,861.22	(5,487,837.59)	1,802,890.69
				-
				1,834,724.71
Total Fund Equity	3,564,892.58	4,443,136.24	(5,487,837.59)	1,802,890.69
				-
				4,323,081.92
Total Liabilities and Fund Equity	4,497,046.03	4,911,861.83	1,963,545.41	1,939,985.90
				143,851,727.29
				157,164,166.46

Net Funded Fixed Debt FY 2016

	BALANCE		RETIRED	ADDITIONS	BALANCE
	7/1/2015				6/30/2016
<u>Inside Debt Limit</u>					
FIRE STATION	\$	150,000.00	\$	150,000.00	\$ -
PURCELL PROPERTY	\$	230,000.00	\$	40,000.00	\$ 190,000.00
ASCHETTINO PROPERTY	\$	330,000.00	\$	60,000.00	\$ 270,000.00
TITLE V MWPAT	\$	172,200.00	\$	20,400.00	\$ 151,800.00
ELEMENTARY SCHOOL	\$	4,490,000.00	\$	410,000.00	\$ 4,080,000.00
MUNICIPAL WATER	\$	2,235,000.00	\$	395,000.00	\$ 1,840,000.00
LIBRARY	\$	4,500,000.00	\$	225,000.00	\$ 4,275,000.00
SRF - WATER			\$	24,985,403.00	
TOTAL BONDS AUTHORIZED	\$	12,107,200.00	\$	1,300,400.00	\$ 35,792,203.00
TOTAL LONG TERM DEBT	\$	12,107,200.00	\$	1,300,400.00	\$ 35,792,203.00

Revenue June 30, 2016

	General	Community Preservation	Municipal Water Supply	Library Building	Nonmajor Governmental Funds	Total Revenue
REVENUES						
REAL ESTATE AND PERSONAL PROPERTY TAXES	20,239,507					20,239,507
MOTOR VEHICLE AND OTHER EXCISE TAXES	798,262					798,262
HOTEL/MOTEL TAXES	320,842					320,842
TAX LIENS	36,675					36,675
IN LIEU OF TAXES	8,529					8,529
COMMUNITY PRESERVATION SURCHARGES		595,987				595,987
CHARGES FOR SERVICES	-					
INTERGOVERNMENTAL	495,204	221,311		886,385	554,069	554,069
PENALTIES AND INTEREST ON TAXES	99,453					99,453
LICENSES, PERMITS AND FEES	559,752					559,752
FINES AND FORFEITURES	37,267					37,267
DEPARTMENTAL	2,036,615	26,036			1,410	38,677
CONTRIBUTIONS					1,250,314	3,312,965
INVESTMENT INCOME	46,683	4,540		800	443,004	443,004
					5,409	57,432
TOTAL REVENUES	24,678,789	847,874	-	887,185	3,278,523	29,692,371

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES

June 30, 2016

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR					
SALARY	500.00		500.00	500.00	0.00
TOTAL MODERATOR	500.00	500.00	500.00	0.00	
SELECTMEN (ELECTED) SALARY	10,000.00		10,000.00	6,000.00	4,000.00
ADMINISTRATION SALARY	387,649.00		387,649.00	382,306.88	5,342.12
ADMINISTRATION EXPENSE	16,100.00		16,100.00	14,085.00	2,015.00
TOTAL SPECIAL ARTICLES FOR FY2016	829,000.00		829,000.00	429,182.25	399,817.75
CONTINUING APPROPRIATIONS		1,273,848.33	1,273,848.33	334,546.03	939,302.30
LEGAL SERVICES EXPENSE	80,000.00		80,000.00	79,490.76	509.24
LEGAL SERVICES ENCUMBERED		4,919.60	4,919.60	4,919.60	0.00
TOTAL SELECTMEN	1,322,749.00	1,278,767.93	2,601,516.93	1,250,530.52	1,350,986.41
FINANCE COMMITTEE					
RESERVE FUND	65,000.00	-15,000.00	50,000.00		50,000.00
TOTAL FINANCE COMMITTEE	65,000.00	-15,000.00	50,000.00	0.00	50,000.00

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ACCOUNTANT					
SALARY	154,382.30		154,382.30	154,366.38	15.92
EXPENSE	34,620.00		34,620.00	34,509.01	110.99
ENCUMBERED		4,000.00	4,000.00	500.00	3,500.00
TOTAL ACCOUNTANT	189,002.30	4,000.00	193,002.30	189,375.39	3,626.91
ASSESSORS					
SALARY	190,994.50		184,494.50	182,619.33	1,875.17
EXPENSE	25,230.00	-6,500.00	25,230.00	24,218.03	1,011.97
TOTAL ASSESSORS	216,224.50	-6,500.00	209,724.50	206,837.36	2,887.14
TREASURER/COLLECTOR					
SALARY	199,283.40		199,283.40	199,283.11	0.29
EXPENSE	7,970.00		7,970.00	6,192.14	1,777.86
TAX TITLE/FORECLOSURE	7,000.00		7,000.00	3,519.86	3,480.14
BANK CHARGES	3,000.00		3,000.00	2,701.00	299.00
TOTAL TREAS/COLLECTOR	217,253.40	0.00	217,253.40	211,696.11	5,557.29
DATA PROCESSING					
SALARY	151,060.60		139,060.60	133,641.33	5,419.27
EXPENSE	138,755.00	-12,000.00	165,755.00	165,754.14	0.86
TOTAL DATA PROCESSING	289,815.60	15,000.00	304,815.60	299,395.47	5,420.13

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CENTRAL PURCHASING					
EXPENSE	77,888.52	12,000.00	89,888.52	89,034.72	853.80
ENCUMBERED		193.77	193.77	193.77	0.00
TOTAL CENTRAL PURCHASING	77,888.52	12,193.77	90,082.29	89,228.49	853.80
TOWN CLERK					
SALARY-ELECTED	67,317.00		67,317.00	67,317.00	0.00
SALARY	95,112.60	6,500.00	101,612.60	100,894.51	718.09
EXPENSE	10,740.00		10,740.00	10,296.59	443.41
TOTAL TOWN CLERK	173,169.60	6,500.00	179,669.60	178,508.10	1,161.50
NATURAL RESOURCES					
SALARY	331,355.04		331,355.04	290,604.64	40,750.40
EXPENSE	26,841.00		26,841.00	21,292.80	5,548.20
ENCUMBERED		303.17	303.17	303.05	0.12
TOTAL NATURAL RESOURCES	358,196.04	303.17	358,499.21	312,200.49	46,298.72
PLANNING					
SALARY	78,852.80		78,852.80	78,852.41	0.39
EXPENSE	2,735.00		2,735.00	1,747.99	987.01
TOTAL PLANNING	81,587.80	0.00	81,587.80	80,600.40	987.40

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PUBLIC BUILDINGS/GROUNDS					
SALARY	152,386.00		152,386.00	151,956.23	429.77
EXPENSE	50,236.00		50,236.00	49,581.48	654.52
BULK FUEL	341,000.00		341,000.00	231,531.73	109,468.27
TOTAL BUILDINGS/GROUNDS	543,622.00	0.00	543,622.00	433,069.44	110,552.56
ENGINEERING & CONSULTING					
EXPENSE	4,000.00		4,000.00	2,785.00	1,215.00
TOTAL ENGINEERING & CONSULTING	4,000.00	0.00	4,000.00	2,785.00	1,215.00
POLICE					
SALARY	1,609,008.59		1,609,008.59	1,565,089.78	43,918.81
EXPENSE	145,500.99		145,500.99	144,114.04	1,386.95
DISPATCHER SALARY	316,062.20		316,062.20	309,312.52	6,749.68
DISPATCHER EXPENSE	2,700.00		2,700.00	831.08	1,868.92
TOTAL POLICE	2,073,271.78	0.00	2,073,271.78	2,019,347.42	53,924.36
FIRE					
SALARY	1,750,681.35	3,000.00	1,753,681.35	1,749,128.34	4,553.01
EXPENSE	127,730.00	10,000.00	137,730.00	137,026.42	703.58
CAPITAL	104,500.00		104,500.00	104,494.56	5.44
TOTAL FIRE	1,982,911.35	13,000.00	1,995,911.35	1,990,649.32	5,262.03

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
BUILDING INSPECTOR					
SALARY	207,842.78		207,842.78	205,430.72	2,412.06
EXPENSE	3,049.00		3,049.00	2,021.97	1,027.03
TOTAL BUILDING INSPECTOR	210,891.78	0.00	210,891.78	207,452.69	3,439.09
CIVIL DEFENSE					
EXPENSE	100.00		100.00		100.00
TOTAL CIVIL DEFENSE	100.00		100.00	0.00	100.00
TREE WARDEN					
EXPENSE	7,590.00		7,590.00	7,388.50	201.50
TOTAL TREE WARDEN	7,590.00	0.00	7,590.00	7,388.50	201.50
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,528,246.00		3,528,246.00	3,284,768.87	243,477.13
ELEMENTARY SCHOOL ENCUMBERED		352,728.91	352,728.91	348,126.66	4,602.25
ARTICLES CARRIED FORWARD		4,428.27	4,428.27	0.00	4,428.27
NAUSET OPERATING ASSESSMENTS	5,107,487.00		5,107,487.00	5,064,555.52	42,931.48
CAPE COD REGIONAL TECHNICAL HS	216,660.00		216,660.00	216,660.00	0.00
TOTAL EDUCATION	8,852,393.00	357,157.18	9,209,550.18	8,914,111.05	295,439.13

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
DPW					
SALARY	501,614.50		501,614.50	480,410.51	21,203.99
EXPENSE	131,087.00		131,087.00	105,292.21	25,794.79
ENCUMBERED		2,430.02	2,430.02	2,430.02	0.00
TOTAL DPW	632,701.50	2,430.02	635,131.52	588,132.74	46,998.78
SNOW AND ICE					
SALARY/EXPENSE	51,612.00		51,612.00	49,759.84	1,852.16
TOTAL SNOW AND ICE	51,612.00	0.00	51,612.00	49,759.84	1,852.16
STREETLIGHTING					
EXPENSE	7,600.00		7,600.00	5,287.78	2,312.22
TOTAL STREETLIGHTING	7,600.00	0.00	7,600.00	5,287.78	2,312.22
COLLECTION/DISPOSAL					
SALARY	185,527.60		185,527.60	173,956.38	11,571.22
EXPENSE	529,027.00	74,000.00	603,027.00	595,446.80	7,580.20
TOTAL COLLECTION/DISPOSAL	714,554.60	74,000.00	788,554.60	769,403.18	19,151.42

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
VETERANS					
GRAVE OFFICER	75.00		75.00	75.00	0.00
ASSESSMENT	19,545.00		19,545.00	19,544.82	0.18
BENEFITS	13,000.00		13,000.00	10,244.12	2,755.88
ENCUMBERED		500.00	500.00	388.23	111.77
TOTAL VETERANS	32,620.00	500.00	33,120.00	30,252.17	2,867.83
HEALTH					
SALARY	188,829.80		188,829.80	181,719.97	7,109.83
EXPENSE	24,620.00		24,620.00	18,767.25	5,852.75
ENCUMBERED		980.00	980.00	418.14	561.86
INSPECTION OF ANIMALS	250.00		250.00	223.71	26.29
TOTAL HEALTH	213,699.80	980.00	214,679.80	201,129.07	13,550.73
COUNCIL ON AGING/ADULT DAY CARE					
SALARY	250,698.16		250,698.16	240,093.94	10,604.22
EXPENSE	21,140.76		21,140.76	18,476.39	2,664.37
TOTAL COUNCIL ON AGING	271,838.92	0.00	271,838.92	258,570.33	13,268.59
HUMAN SERVICES					
EXPENSE	67,000.00		67,000.00	67,000.00	0.00
TOTAL HUMAN SERVICES	67,000.00	0.00	67,000.00	67,000.00	0.00

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
LIBRARY					
SALARY	250,026.50		250,026.50	233,826.24	16,200.26
EXPENSE	72,325.00		72,325.00	70,846.31	1,478.69
TOTAL LIBRARY	322,351.50	0.00	322,351.50	304,672.55	17,678.95
BEACH					
SALARY	279,497.10		279,497.10	277,197.54	2,299.56
EXPENSE	60,830.00		60,830.00	60,076.30	753.70
TOTAL BEACH	340,327.10	0.00	340,327.10	337,273.84	3,053.26
PRINCIPAL AND INTEREST					
FIRE STATION BLDG PRINCIPAL	150,000.00		150,000.00	150,000.00	0.00
SEPTIC BETTERMENT LOAN PRINCIPAL	20,400.00		20,400.00	20,400.00	0.00
PURCELL LAND PRINCIPAL	40,000.00		40,000.00	40,000.00	0.00
INTEREST ON LONG TERM DEBT	398,320.00	390,000.00	788,320.00	786,820.00	1,500.00
INTEREST EXPENSE	10,000.00		10,000.00		10,000.00
EASTHAM ELEMENTARY	410,000.00		410,000.00	410,000.00	0.00
MUNICIPAL WATER	395,000.00		395,000.00	395,000.00	0.00
LIBRARY	225,000.00		225,000.00	225,000.00	0.00
BANS	60,000.00		60,000.00	10,000.00	50,000.00
TOTAL DEBT	1,708,720.00	390,000.00	2,098,720.00	2,037,220.00	61,500.00

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY	229,309.00		229,309.00	229,309.00	0.00
STATE	284,948.00		284,948.00	295,103.00	-10,155.00
TOTAL COUNTY/STATE ASSESSMENTS	514,257.00	0.00	514,257.00	524,412.00	-10,155.00
BENEFITS AND INSURANCE					
EXPENSE	13,500.00		13,500.00	7,418.37	6,081.63
RETIREMENT ASSESSMENT	1,325,676.91		1,325,676.91	1,323,659.00	2,017.91
UNEMPLOYMENT	10,000.00	5,000.00	15,000.00	12,457.58	2,542.42
HEALTH INSURANCE/MEDICARE TOWN SHARE	2,115,000.00		2,115,000.00	2,063,797.82	51,202.18
TOWN INSURANCE PREMIUMS	340,000.00		340,000.00	318,509.21	21,490.79
TOTAL BENEFITS AND INSURANCE	3,804,176.91	5,000.00	3,809,176.91	3,725,841.98	83,334.93
TRANSFERS TO OTHER FUNDS					
SPECIAL REVENUE FUNDS		30,000.00	30,000.00	30,000.00	0.00
TOTAL TRANSFERS	0.00		30,000.00	30,000.00	0.00
TOTAL BUDGET	25,347,626.00	2,138,332.07	27,515,958.07	25,322,631.23	2,193,326.84

TOWN OF EASTHAM
SUMMARY OF APPROPRIATIONS & EXPENDITURES

December 31, 2016

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
MODERATOR					
SALARY	500.00		500.00	0.00	500.00
TOTAL MODERATOR	500.00	0.00	500.00	0.00	500.00
SELECTMEN					
SELECTMEN (ELECTED) SALARY	12,500.00		12,500.00	3,750.00	8,750.00
ADMINISTRATION SALARY	391,514.35		391,514.35	179,159.21	212,355.14
ADMINISTRATION EXPENSE	16,100.00		16,100.00	7,858.41	8,241.59
ADMINISTRATION ENCUMBERED		1,630.00	1,630.00	83.69	1,546.31
TOTAL ARTICLES FOR FY2017	710,200.00	129,453.58	839,653.58	370,608.48	469,045.10
CONTINUING APPROPRIATIONS		1,143,212.76	1,143,212.76	218,041.40	925,171.36
LEGAL SERVICES EXPENSE	80,000.00	15,000.00	95,000.00	18,638.48	76,361.52
TOTAL SELECTMEN	1,210,314.35	1,289,296.34	2,499,610.69	798,139.67	1,701,471.02
FINANCE COMMITTEE					
RESERVE FUND	65,000.00	-15,000.00	50,000.00		50,000.00
TOTAL FINANCE COMMITTEE	65,000.00	-15,000.00	50,000.00	0.00	50,000.00

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ACCOUNTANT					
SALARY	185,933.41		185,933.41	61,759.65	124,173.76
EXPENSE	34,620.00		34,620.00	28,615.00	6,005.00
ENCUMBERED		3,500.00	3,500.00		3,500.00
TOTAL ACCOUNTANT	220,553.41	3,500.00	224,053.41	90,374.65	133,678.76
ASSESSORS					
SALARY	191,395.48		191,395.48	81,427.12	109,968.36
EXPENSE	27,430.00		27,430.00	23,082.85	4,347.15
TOTAL ASSESSORS	218,825.48	0.00	218,825.48	104,509.97	114,315.51
TREASURER/COLLECTOR					
SALARY	205,418.10		205,418.10	99,640.52	105,777.58
EXPENSE	7,970.00		7,970.00	2,249.32	5,720.68
ENCUMBERED		1,185.00	1,185.00	1,000.00	185.00
TAX TITLE/FORECLOSURE	7,000.00		7,000.00	0.00	7,000.00
BANK CHARGES	175,191.07		175,191.07	153,452.02	21,739.05
TOTAL TREAS/COLLECTOR	395,579.17	1,185.00	396,764.17	256,341.86	140,422.31
DATA PROCESSING					
SALARY	133,937.37		133,937.37	63,835.93	70,101.44
EXPENSE	165,829.00		165,829.00	114,779.13	51,049.87
TOTAL DATA PROCESSING	299,766.37	0.00	299,766.37	178,615.06	121,151.31

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
CENTRAL PURCHASING					
EXPENSE	103,205.90		103,205.90	23,898.82	79,307.08
TOTAL CENTRAL PURCHASING	103,205.90	0.00	103,205.90	23,898.82	79,307.08
TOWN CLERK					
SALARY-ELECTED	68,664.00		68,664.00	34,331.96	34,332.04
SALARY	104,389.81		104,389.81	53,001.89	51,387.92
EXPENSE	10,740.00		10,740.00	3,101.46	7,638.54
TOTAL TOWN CLERK	183,793.81	0.00	183,793.81	90,435.31	93,358.50
NATURAL RESOURCES					
SALARY	334,870.19		334,870.19	143,853.63	191,016.56
EXPENSE	26,865.00		26,865.00	10,187.23	16,677.77
ENCUMBERED		84.73	84.73	84.73	0.00
TOTAL NATURAL RESOURCES	361,735.19	84.73	361,819.92	154,125.59	207,694.33
PLANNING					
SALARY	91,099.70		91,099.70	39,322.88	51,776.82
EXPENSE	2,915.00		2,915.00	743.16	2,171.84
TOTAL PLANNING	94,014.70	0.00	94,014.70	40,066.04	53,948.66

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJUSTMENTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
PUBLIC BUILDINGS/GROUNDS					
SALARY	155,867.80		155,867.80	74,567.20	81,300.60
EXPENSE	53,116.00		53,116.00	35,721.17	17,394.83
ENCUMBERED		402.32	402.32	402.32	0.00
BULK FUEL	263,040.45		263,040.45	72,537.00	190,503.45
UNPAID BILL			0.00	11,453.40	(11,453.40)
BULK FUEL ENCUMBERED		10,061.86	10,061.86	10,061.86	0.00
TOTAL BUILDINGS/GROUNDS	472,024.25	10,464.18	482,488.43	204,742.95	277,745.48
ENGINEERING & CONSULTING					
EXPENSE	4,000.00		4,000.00	0.00	4,000.00
ENCUMBERED		1,215.00	1,215.00	1,215.00	0.00
TOTAL ENGINEERING & CONSULTING	4,000.00	1,215.00	5,215.00	1,215.00	4,000.00
POLICE					
SALARY	1,610,266.58		1,610,266.58	773,236.26	837,030.32
EXPENSE	116,195.00		116,195.00	102,263.34	13,931.66
CAPITAL	14,000.00		14,000.00		14,000.00
POLICE ENCUMBERED		280.10	280.10	280.10	0.00
DISPATCHER SALARY	309,157.72		309,157.72	141,926.67	167,231.05
DISPATCHER EXPENSE	2,700.00		2,700.00	696.30	2,003.70
TOTAL POLICE	2,052,319.30	280.10	2,052,599.40	1,018,402.67	1,034,196.73

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMNTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
FIRE					
SALARY	1,759,497.10		1,759,497.10	893,847.01	865,650.09
EXPENSE	158,776.00		158,776.00	74,830.63	83,945.37
CAPITAL	272,065.00		272,065.00	104,494.56	167,570.44
FIRE ENCUMBERED		500.00	500.00	21.72	478.28
TOTAL FIRE	2,190,338.10	500.00	2,190,838.10	1,073,193.92	1,117,644.18
BUILDING INSPECTOR					
SALARY	210,476.99		210,476.99	102,197.32	108,279.67
EXPENSE	4,935.00		4,935.00	2,358.08	2,576.92
TOTAL BUILDING INSPECTOR	215,411.99	0.00	215,411.99	104,555.40	110,856.59
CIVIL DEFENSE					
EXPENSE	100.00		100.00		100.00
TOTAL CIVIL DEFENSE	100.00	0.00	100.00	0.00	100.00
TREE WARDEN					
EXPENSE	7,590.00	0.00	7,590.00		7,590.00
TOTAL TREE WARDEN	7,590.00	0.00	7,590.00	0.00	7,590.00

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
EDUCATION					
ELEMENTARY SCHOOL EXPENSE	3,420,926.00		3,420,926.00	1,316,790.15	2,104,135.85
ELEMENTARY SCHOOL ENCUMBERED		286,316.14	286,316.14	273,463.75	12,852.39
NAUSET OPERATING ASSESSMENTS	4,944,737.00		4,944,737.00	2,449,965.52	2,494,771.48
CAPE COD REGIONAL TECHNICAL HS	309,752.00		309,752.00	185,852.00	123,900.00
TOTAL EDUCATION	8,675,415.00	286,316.14	8,961,731.14	4,226,071.42	4,735,659.72
DPW					
SALARY	514,922.30		514,922.30	242,101.52	272,820.78
EXPENSE	155,587.00		155,587.00	66,883.43	88,703.57
CAPITAL	53,810.85		53,810.85	13,810.85	40,000.00
TOTAL DPW	724,320.15	0.00	724,320.15	322,795.80	401,524.35
SNOW AND ICE					
SALARY/EXPENSE	83,132.00		83,132.00	11,252.36	71,879.64
TOTAL SNOW AND ICE	83,132.00	0.00	83,132.00	11,252.36	71,879.64
STREETLIGHTING					
EXPENSE	7,600.00		7,600.00	2,249.83	5,350.17
ENCUMBERED		440.70	440.70	440.70	0.00
TOTAL STREETLIGHTING	7,600.00	440.70	8,040.70	2,690.53	5,350.17

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
COLLECTION/DISPOSAL					
SALARY	190,965.12		190,965.12	97,219.86	93,745.26
EXPENSE	600,022.60		600,022.60	214,859.87	385,162.73
ENCUMBERED		1,000.00	1,000.00		1,000.00
TOTAL COLLECTION/DISPOSAL	790,987.72	1,000.00	791,987.72	312,079.73	479,907.99
VETERANS					
GRAVE OFFICER	75.00		75.00		75.00
ASSESSMENT	20,237.00		20,237.00	20,236.10	0.90
BENEFITS	13,000.00		13,000.00	3,783.66	9,216.34
ENCUMBERED		600.00	600.00		600.00
TOTAL VETERANS	33,312.00	600.00	33,912.00	24,019.76	9,892.24
HEALTH					
SALARY	190,892.17		190,892.17	91,517.10	99,375.07
EXPENSE	24,620.00		24,620.00	4,393.93	20,226.07
ENCUMBERED		1,200.00	1,200.00	154.30	1,045.70
INSPECTION OF ANIMALS	250.00		250.00		250.00
TOTAL HEALTH	215,762.17	1,200.00	216,962.17	96,065.33	120,896.84
COUNCIL ON AGING					
SALARY	238,203.36		238,203.36	136,479.45	101,723.91
EXPENSE	20,807.00		20,807.00	6,962.94	13,844.06
TOTAL COUNCIL ON AGING	259,010.36	0.00	259,010.36	143,442.39	115,567.97

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
HUMAN SERVICES					
EXPENSE	68,980.00		68,980.00	18,325.00	50,655.00
TOTAL HUMAN SERVICES	68,980.00	0.00	68,980.00	18,325.00	50,655.00
LIBRARY					
SALARY	319,616.68		319,616.68	126,109.22	193,507.46
EXPENSE	89,277.00		89,277.00	39,255.43	50,021.57
TOTAL LIBRARY	408,893.68	0.00	408,893.68	165,364.65	243,529.03
BEACH					
SALARY	282,676.26		282,676.26	179,504.81	103,171.45
EXPENSE	67,670.00		67,670.00	31,840.51	35,829.49
TOTAL BEACH	350,346.26	0.00	350,346.26	211,345.32	139,000.94
PRINCIPAL AND INTEREST					
SEPTIC BETTERMENT LOAN PRINCIPAL	20,400.00		20,400.00	20,400.00	0.00
PURCELL LAND PRINCIPAL	45,000.00		45,000.00		45,000.00
ELEMENTARY SCHOOL	410,000.00		410,000.00	410,000.00	0.00
INTEREST ON LONG TERM DEBT	916,881.64		916,881.64	408,656.38	508,225.26
INTEREST EXPENSE	10,000.00		10,000.00		10,000.00
MUNICIPAL WATER	395,000.00		395,000.00		395,000.00
LIBRARY	225,000.00		225,000.00		225,000.00
SRF BONDS MUNICIPAL WATER	561,627.00		561,627.00		561,627.00
TOTAL DEBT	2,583,908.64	0.00	2,583,908.64	839,056.38	1,744,852.26

DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS ADJSTMTS	REVISED BUDGET	YEAR TO DATE EXPENDED	AVAILABLE BUDGET
ASSESSMENTS					
COUNTY			0.00	117,520.50	-117,520.50
STATE			0.00	121,085.00	-121,085.00
TOTAL COUNTY/STATE ASSESSMENTS	0.00	0.00	0.00	238,605.50	-238,605.50
BENEFITS AND INSURANCE					
EXPENSE	13,500.00		13,500.00	3,885.05	9,614.95
RETIREMENT ASSESSMENT	1,438,962.00		1,438,962.00	1,438,962.00	0.00
UNEMPLOYMENT	20,000.00		20,000.00	10,359.40	9,640.60
HEALTH INSURANCE/MEDICARE TOWN	2,335,000.00		2,335,000.00	1,129,704.91	1,205,295.09
TOWN INSURANCE PREMIUMS	331,900.00		331,900.00	279,666.15	52,233.85
TOTAL BENEFITS AND INSURANCE	4,139,362.00	0.00	4,139,362.00	2,862,577.51	1,276,784.49
TRANSFERS TO OTHER FUNDS					
SPECIAL REVENUE			0.00	60,000.00	(60,000.00)
TOTAL TRANSFERS	0.00	0.00	0.00	60,000.00	(60,000.00)
TOTAL BUDGET	26,436,102.00	1,581,082.19	28,017,184.19	13,672,308.59	14,344,875.60

SALARIES/WAGES
Paid in FY 2016

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Selectmen						
Adams, Wallace	Selectman	\$ -				\$ -
Burt, Linda	Selectman	\$ -				\$ -
Gawron, Elizabeth	Selectman	\$ 2,000.00				\$ 2,000.00
Knight, John	Selectman	\$ 2,000.00				\$ 2,000.00
O'Shea, William	Selectman	\$ 2,000.00				\$ 2,000.00
						<u>\$ 6,000.00</u>
Moderator						
Cole, Steven	Moderator	\$ 500.00				\$ 500.00
						<u>\$ 500.00</u>
Administration						
Beebe, Jacqueline	Assistant Town Administrator	\$ 75,802.10			\$ 300.00	\$ 76,102.10
Burt, Jessica	Receptionist/Office Assistant	\$ 32,938.64				\$ 32,938.64
Gillespie-Lee, Laura	Administrative Assistant	\$ 53,651.78				\$ 53,651.78
Reis, Victoria	Administrative Assistant	\$ 3,182.39				\$ 3,182.39
Shaw, Elizabeth	Administrative Assistant	\$ 48,940.02		\$ 600.00		\$ 48,940.02
Vanderhoef, Sheila	Town Administrator	\$ 155,533.15		\$ 3,450.00	\$ 10,300.00	\$ 169,283.15
						<u>\$ 384,098.08</u>
Assessing						
Debs, Patricia	Assistant Assessor/Field Appraiser	\$ 42,952.28				\$ 42,952.28
Eyestone, Belinda	Principal Assessor	\$ 78,678.60				\$ 78,678.60
Love, Amanda	Assistant to the Assessor	\$ 42,952.30				\$ 42,952.30
Reis, Victoria	Office Assistant	\$ 18,036.15				\$ 18,036.15
						<u>\$ 182,619.33</u>

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Town Accountant Office						
Donahue, Noreen	Assistant Town Accountant	\$ 26,504.96				\$ 26,504.96
Rommelmeyer, Diane	Town Accountant	\$ 56,505.12		\$ 300.00		\$ 56,805.12
Shaughnessy, Diane	Assistant Town Accountant	\$ 70,479.70				\$ 70,479.70
Tilton, Teena	Assistant Town Accountant	\$ 2,469.60				\$ 2,469.60
						\$ 156,259.38
Treasurer/Tax Collector						
Finlay, Victoria	Payroll/Benefits Clerk	\$ 51,828.98		\$ 850.00		\$ 52,678.98
Johnson, Sandra	Assistant Treasurer/Collector	\$ 54,616.59		\$ 700.00		\$ 55,316.59
Plante, Joan	Treasurer/Collector	\$ 89,187.54		\$ 2,100.00		\$ 91,287.54
						\$ 199,283.11
Data Processing						
Blood, Christopher	On-Call MIS Assistant	\$ 4,880.00				\$ 4,880.00
Burns, Wayne	On-Call Videographer	\$ 2,275.00				\$ 2,275.00
Caliri, Jr., Michael	Video Services Coordinator	\$ 49,481.37				\$ 49,481.37
Eaton, Andrew	On-Call Videographer	\$ 75.00				\$ 75.00
Rohmer, Edward	MIS Director	\$ 79,279.96			\$ 200.00	\$ 79,479.96
						\$ 136,191.33
Town Clerk's Office						
Fischer, Susanne	Town Clerk	\$ 67,317.00				\$ 67,317.00
Nicholson, Cynthia	Assistant Town Clerk	\$ 49,041.21	\$ 80.22	\$ 700.00	\$ 454.58	\$ 50,276.01
O'Shea, Mary Beth	Office Assistant	\$ 45,428.29		\$ 700.00		\$ 46,128.29
						\$ 163,721.30

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Public Buildings						
Cormier, Ronald	Custodian II	\$ 44,551.04	\$ 175.23	\$ 650.00		\$ 45,376.27
Martin, Wayne	Custodian I	\$ 34,877.44	\$ 112.32			\$ 34,989.76
Varley, Robert	Building Maintenance Supervisor	\$ 69,419.52	\$ 670.68	\$ 1,500.00		\$ 71,590.20
						\$ 151,956.23
Police Department						
Adams, Joshua	Patrolman	\$ 68,886.88	\$ 11,881.05	\$ 600.00	\$ 10,912.50	\$ 92,280.43
Back, Diana	Patrolman	\$ 75,490.08	\$ 4,025.73	\$ 750.00		\$ 80,265.81
Bohannon, Adam	Patrolman/Detective/ Court Prosecutor					
Booth, Reid	Patrolman	\$ 78,163.88	\$ 24,808.45	\$ 975.00	\$ 2,857.50	\$ 106,804.83
Daigle, Ryan	Patrolman	\$ 68,056.83	\$ 18,627.68		\$ 7,560.00	\$ 94,244.51
Deschamps, Daniel	Patrolman	\$ 68,056.81	\$ 17,454.26		\$ 17,857.00	\$ 103,368.07
Fogg, Kathleen	Police Sergeant	\$ 87,425.75	\$ 12,042.06	\$ 975.00		\$ 100,442.81
Gould, Steven	Assistant to the Police Chief	\$ 58,897.60		\$ 800.00		\$ 59,697.60
Haley, Mark	Patrolman	\$ 68,361.07	\$ 16,441.21	\$ 600.00	\$ 15,472.00	\$ 100,874.28
Kulhawik, Edward	Police Sergeant	\$ 80,140.34	\$ 45,916.94	\$ 2,700.00	\$ 15,354.46	\$ 144,111.74
Lucier, Stephen	Police Chief	\$ 139,994.46		\$ 5,108.97	\$ 145,103.43	
Plante, Gregory	Patrolman	\$ 25,351.11	\$ 3,304.70		\$ 9,545.50	\$ 38,201.31
Proudfoot, Jordan	Patrolman	\$ 63,015.62	\$ 27,207.21		\$ 13,050.00	\$ 103,272.83
Roderick, Kenneth	Patrolman	\$ 52,777.39	\$ 20,518.09		\$ 22,483.80	\$ 95,779.28
Savin, Brian	Deputy Chief	\$ 112,015.84		\$ 2,850.00	\$ 8,415.00	\$ 123,280.84
Schnitzer, Robert	Police Sergeant	\$ 80,756.76	\$ 22,423.87	\$ 1,500.00	\$ 46,054.25	\$ 150,734.88
Sylvia, Norman	Police Sergeant	\$ 91,769.16	\$ 28,108.71	\$ 975.00		\$ 120,852.87
Williams, Andi	Patrolman	\$ 35,539.58	\$ 2,573.85	\$ 2,700.00	\$ 12,166.00	\$ 52,979.43
	Patrolman	\$ 3,539.61	\$ 227.05			\$ 3,766.66
						\$ 1,716,061.61

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Police Temp/Specials						
Burnham, Daniel	Part Time On-Call Police Officer	\$ 14,531.02				\$ 14,531.02
Kraeutler, Daniel	Part Time On-Call Police Officer	\$ 5,928.75	\$ 639.38		\$ 61,674.64	\$ 68,242.77
McGrath, Jacob	Part Time On-Call Police Officer	\$ 4,940.88	\$ 206.63	\$ 16,065.00		\$ 21,212.51
Mickle, Martin	Part Time On-Call Police Officer	\$ 997.01			\$ 360.00	\$ 1,357.01
Noone, Dylan	Part Time On-Call Police Officer	\$ 348.00				\$ 348.00
Webber, Derek	Part Time On-Call Police Officer	\$ 1,751.50			\$ 31,860.00	\$ 33,611.50
						\$ 139,302.81
Fire Department						
Albino, Lisa	Captain	\$ 95,378.25	\$ 36,285.26		\$ 10,490.21	\$ 142,153.72
Blakeslee, Samuel	Firefighter	\$ 47,512.78	\$ 14,572.05		\$ 2,104.00	\$ 64,188.83
Callahan, Ryan	Firefighter	\$ 55,572.96	\$ 4,394.35		\$ 2,263.81	\$ 62,231.12
Farrenkopf, Kent	Fire Chief	\$ 77,927.45			\$ 3,536.50	\$ 81,463.95
Fisher, Kurt	Firefighter	\$ 68,892.83	\$ 32,376.20	\$ 650.00	\$ 3,391.38	\$ 105,310.41
Foley, Mark	Fire Chief	\$ 65,856.09		\$ 700.00	\$ 1,837.12	\$ 68,393.21
Francke, Barbara	Firefighter	\$ 71,110.19	\$ 15,879.11		\$ 2,702.84	\$ 89,692.14
Frazier, Charles	Captain	\$ 93,437.63	\$ 32,243.44		\$ 4,970.10	\$ 130,651.17
Hilferty, Eric	Firefighter	\$ 63,345.07	\$ 14,687.26	\$ 650.00	\$ 2,888.48	\$ 81,570.81
Labonte, Troy	Firefighter	\$ 64,773.48	\$ 13,370.15		\$ 3,830.61	\$ 81,974.24
McGrath, James	Firefighter	\$ 61,506.24	\$ 10,834.42	\$ 700.00	\$ 2,000.21	\$ 75,040.87
Morse, Kyle	Firefighter	\$ 70,150.51	\$ 34,808.37		\$ 8,237.30	\$ 113,196.18
Piltzecker, William	Firefighter	\$ 83,895.49	\$ 32,094.69	\$ 600.00	\$ 3,687.69	\$ 119,677.87
Porteus, Sherri	Administrative Assistant	\$ 45,134.77				\$ 45,734.77
Reis, Victoria	On-Call Office Asst	\$ 4,385.76				\$ 4,385.76
Sprague, William	Captain	\$ 93,599.77	\$ 36,943.93		\$ 5,595.60	\$ 136,139.30
Topai, Rachel	Firefighter	\$ 63,088.15	\$ 11,261.66	\$ 700.00	\$ 3,768.16	\$ 78,817.97
Van Buskirk, Ryan	Firefighter	\$ 69,396.92	\$ 13,235.67		\$ 6,078.21	\$ 88,710.80
Watson Jr., Donald A.	Firefighter	\$ 61,061.74	\$ 21,585.55	\$ 700.00	\$ 3,667.06	\$ 87,014.35
Wiley, Maurice	Firefighter	\$ 68,580.47	\$ 22,703.17		\$ 4,145.01	\$ 95,428.65
						\$ 1,751,776.12

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Building & Health Insp						
Adams II, Wallace	Wiring Inspector	\$ 42,236.00				\$ 42,236.00
Anderson, Madeleine	On-Call Office Asst	\$ 5,244.86				\$ 5,244.86
Barker, Susan	Assistant Health Agent	\$ 54,616.52		\$ 650.00		\$ 55,266.52
Chimwaza, Karen	Office Asst Health Comm Dev	\$ 6,007.93				\$ 6,007.93
Cohen, Deborah	Office Asst Comm Dev	\$ 45,186.51				\$ 45,186.51
Crowley, Jane	Health Agent	\$ 88,262.56		\$ 900.00		\$ 89,162.56
Komich, Stephanie	Office Asst Health Comm Dev	\$ 23,999.14				\$ 23,999.14
Rego, Joseph	On-Call Electrical Inspector	\$ 450.00				\$ 450.00
Reis, Victoria	Office Asst	\$ 810.19				\$ 810.19
Stevens, Richard	On-Call Building Inspector	\$ 625.00				\$ 625.00
Van Ryswood, Scott	Gas/Plumbing Inspector	\$ 36,123.90				\$ 36,123.90
Wingard, Thomas	Building Inspector	\$ 82,658.38				\$ 82,658.38
						\$ 387,770.99
Natural Resources/Conservation						
Brogan, Shana	Nat Res Admin/Cons Comm Agent	\$ 66,262.42				\$ 66,262.42
Hilmer, Richard	Deputy Natural Resource Officer	\$ 50,890.88	\$ 236.73			\$ 51,127.61
Johnson, David	Deputy Natural Resource Officer	\$ 41,475.07	\$ 711.01			\$ 42,186.08
Morrison, Kemi	Office Assistant	\$ 1,080.24				\$ 1,080.24
O'Connor, Michael	Senior Deputy Nat Res Officer	\$ 69,384.00	\$ 607.11	\$ 1,300.00	\$ 300.00	\$ 71,591.11
Roberts, Linda	Wharfinger	\$ 6,005.28				\$ 6,005.28
Ryder, Michael	Deputy Natural Resource Officer	\$ 20,424.07				\$ 20,424.07
Tilton, Teena	Office Assistant	\$ 31,786.17				\$ 31,786.17
Whitlock, Peter	Seasonal Deputy Nat Res Officer	\$ 1,887.48				\$ 1,887.48
						\$ 292,350.46

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Dispatch						
Austin, Julie	Dispatch/Records Clerk	\$ 56,340.48	\$ 27,800.64	\$ 2,550.00		\$ 86,691.12
Beaulieu, Melanie	Dispatcher	\$ 51,345.92	\$ 8,618.04	\$ 825.00		\$ 60,788.96
Braun, Mark	Dispatcher	\$ 40,903.34	\$ 427.02			\$ 41,330.36
Leidenfrost, Kerianne	Dispatcher	\$ 54,037.44	\$ 11,102.52	\$ 650.00	\$ 414.08	\$ 66,204.04
Rose, Beverly	On-Call Dispatcher	\$ 1,187.00				\$ 1,187.00
Schaefer, Ann	Dispatcher	\$ 45,595.28	\$ 2,884.44			\$ 48,479.72
Sprague, Jacqueline	Dispatcher	\$ 16,152.60	\$ 346.07		\$ 362.50	\$ 16,861.17
						\$ 321,542.37
Library						
Dejonker-Berry, Debra	Library Director	\$ 68,261.48				\$ 68,261.48
Hemley, Freya	Library Assistant	\$ 18,676.15				\$ 18,676.15
MacDonald, Karen	Librarian-Adult Services	\$ 55,588.55				\$ 55,588.55
McLoughlin, Frances	Librarian-Youth Services	\$ 49,041.16				\$ 49,041.16
Sinopoli, Marianne	Library Aide	\$ 19,661.38				\$ 19,661.38
Wells, Cornelia	Library Assistant	\$ 21,197.52		\$ 1,400.00		\$ 22,597.52
						\$ 233,826.24
DPW/Transfer Station						
Andres, Cornelius	Superintendent-Public Works	\$ 102,012.32				\$ 102,012.32
Becker, Charles	Laborer	\$ 9,270.00	\$ 22.50			\$ 9,292.50
Bracken, Michael	Laborer	\$ 3,358.13				\$ 3,358.13
Christian, Benjamin	Transfer Station Laborer	\$ 956.25				\$ 956.25
Clifford, Barry	Foreman/Machine Operator	\$ 73,052.64	\$ 7,804.62			\$ 80,857.26
Geoffrion, Raymond	Skilled Laborer/Gate Attendant	\$ 41,697.36	\$ 1,677.49			\$ 43,374.85
Goodrich, James	Landfill Assistant	\$ 43,576.40	\$ 1,437.27			\$ 45,013.67
Lopez, Victor	Transfer Station Laborer	\$ 1,620.00				\$ 1,620.00
Mickle, Martin	Deputy Superintendent-DPW	\$ 91,329.04	\$ 7,534.66			\$ 98,863.70
Peters, Jeffrey	Machine Operator	\$ 62,062.58	\$ 399.74	\$ 1,300.00		\$ 63,762.32

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Simons, Ronald	Machine Operator	\$ 51,844.48	\$ 1,000.08			\$ 52,844.56
Vaughan, Heidi	Machine Operator	\$ 60,585.04	\$ 4,976.64	\$ 1,600.00		\$ 67,161.68
Wiesel, Gregory	Snow Plow Operator	\$ 1,350.00				\$ 1,350.00
Wlodkowski, Steven	Machine Operator	\$ 39,189.93	\$ 1,759.51			\$ 40,949.44
Young, Charles	Machine Operator	\$ 55,251.05	\$ 5,288.33			\$ 60,539.38
						\$ 671,956.06
COA / Human Services						
Benelli, Jillian	Director-Adult Day Program	\$ 64,452.01				\$ 64,452.01
Burritt, Dorothy	Office Assistant	\$ 42,182.00				\$ 42,182.00
Civita, George	Driver	\$ 5,288.11				\$ 5,288.11
Dunham, Cynthia	Community Outreach	\$ 51,918.00		\$ 850.00		\$ 52,768.00
Edson, Ronald	Driver	\$ 3,219.40				\$ 3,219.40
Franchitto, Dana	Driver	\$ 487.70				\$ 487.70
Hawko, Thomas	Driver	\$ 9,737.82				\$ 9,737.82
Langlois, L. Paul	Driver	\$ 6,858.70				\$ 6,858.70
Lepage, Brianna	Day Center Activity Director	\$ 22,815.74				\$ 22,815.74
Nazarian, Francis	Driver	\$ 3,162.03				\$ 3,162.03
Szedlak, Sandra	Director	\$ 47,394.43		\$ 1,500.00		\$ 48,894.43
						\$ 259,865.94
Beach & Recreation						
Agro, Lindsay	Playground Leader	\$ 1,546.89				\$ 1,546.89
Apatow, Joseph	Gate Attendant	\$ 2,637.32				\$ 2,637.32
Bernazzani, Scott	Gate Attendant	\$ 4,845.01				\$ 4,845.01
Bernazzani, Timothy	Head Lifeguard	\$ 5,244.00				\$ 5,244.00
Berry, Flannery	Lifeguard	\$ 2,947.00				\$ 2,947.00
Blount, Henry	Gate Attendant	\$ 2,922.20				\$ 2,922.20
Boucher, Gerard	Gate Attendant	\$ 574.75				\$ 574.75
Catarino, Christopher	Playground Leader	\$ 1,567.50				\$ 1,567.50

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Coleman, Conor	Gate Attendant	\$ 1,434.38				\$ 1,434.38
Congel, Jacob	Playground Director	\$ 3,677.27				\$ 3,677.27
Costa, Alyssa	Playground Leader	\$ 1,698.38				\$ 1,698.38
Cremins, Tyler	Gate Attendant	\$ 239.06				\$ 239.06
Daigle, Stephen	Lifeguard	\$ 3,062.75				\$ 3,062.75
Doyle, Katherine	Lifeguard	\$ 500.25				\$ 500.25
Doyle, Margaret	Lifeguard	\$ 3,734.25				\$ 3,734.25
Dranichak, Kathryn	Gate Attendant	\$ 320.63				\$ 320.63
Dziedzina, Eugene	Gate Attendant	\$ 2,953.00				\$ 2,953.00
Edson, Ronald	Gate Attendant	\$ 3,110.89				\$ 3,110.89
Ellis, Hannah	Gate Attendant	\$ 1,965.38				\$ 1,965.38
Ferguson, Camila	Lifeguard	\$ 355.25				\$ 355.25
Fitzgerald, Connor	Lifeguard	\$ 327.75				\$ 327.75
Fredrickson, Sylvia	Sticker Seller	\$ 286.00				\$ 286.00
Frodel, Cade	Gate Attendant	\$ 2,657.64				\$ 2,657.64
Frodel, Colby	Playground Leader	\$ 2,360.19				\$ 2,360.19
Gallup, Therese	Sticker Seller	\$ 922.50				\$ 922.50
Gobeil, Devin	Sticker Seller	\$ 1,276.00				\$ 1,276.00
Groce, Roshawn	Gate Attendant	\$ 4,679.00				\$ 4,679.00
Henderson, Alexander	Lifeguard	\$ 690.25				\$ 690.25
Hodges, Benjamin	Playground Leader	\$ 2,508.76				\$ 2,508.76
Hogg, Jessica	Chaperone	\$ 87.50				\$ 87.50
Holcombe, Ceaser	Gate Attendant	\$ 213.75				\$ 213.75
Jacovino, Robert	Gate Attendant	\$ 1,189.69				\$ 1,189.69
Johnson, Patricia	Gate Attendant	\$ 331.88				\$ 331.88
Kemple, Alannah	Playground Leader	\$ 25.31				\$ 25.31
Kemple, Lauren	Swim Instructor/Lifeguard	\$ 3,049.51				\$ 3,049.51
Kemple, Siobhan	Lifeguard	\$ 3,712.39				\$ 3,712.39
Lane, Emily	Sticker Seller	\$ 2,768.46				\$ 2,768.46
Lavallee, Thomas	Playground Leader	\$ 1,913.76				\$ 1,913.76

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
McEnaney, Sasha	Lifeguard	\$ 3,270.38				\$ 3,270.38
Mickle, Christine	Beach/Rec Assistant Administrator	\$ 63,985.60				\$ 64,818.54
Moy, Emily	Playground Leader	\$ 25.31		\$ 800.00	\$ 32.94	\$ 25.31
O'Connor, Hannah	Gate Attendant	\$ 306.56				\$ 306.56
Overton, Nathan	Playground Leader	\$ 2,384.00				\$ 2,384.00
Palmer, Samuel	Lifeguard	\$ 53.81				\$ 53.81
Piltzecker, Charles	Gate Attendant	\$ 4,920.64				\$ 4,920.64
Piltzecker, James	Gate Attendant	\$ 3,852.33				\$ 3,852.33
Powers, Mark	Beach/Rec Administrator	\$ 73,936.20		\$ 1,300.00	\$ 225.00	\$ 75,461.20
Rembisz, Irene	Recycler	\$ 2,592.02				\$ 2,592.02
Roderick, Logan	Gate Attendant	\$ 5,943.75				\$ 5,943.75
Rogers, Donald	Gate Attendant	\$ 331.88				\$ 331.88
Shaw, Elizabeth	Beach/Rec Assistant Administrator	\$ 10,959.04				\$ 10,959.04
Smith, Hailee	Chaperone	\$ 87.50				\$ 87.50
Smith, Kara	Lifeguard	\$ 4,330.63				\$ 4,330.63
Stewart, Anna	Playground Leader	\$ 2,500.71				\$ 2,500.71
Tessier, Jeremiah	Gate Attendant	\$ 154.69				\$ 154.69
Tessier, Kathryn	Playground Leader	\$ 2,870.25				\$ 2,870.25
Van Ryswood, Tabor	Gate Attendant	\$ 4,179.20				\$ 4,179.20
Wacht, Sydney	Gate Attendant	\$ 75.94				\$ 75.94
Weeks, Cassidy	Head Sticker Seller	\$ 10,312.04				\$ 10,312.04
						\$ 273,766.92
Olde Mill						
Boucher, Gerard	Assistant Miller	\$ 1,501.50				\$ 1,501.50
Owens, James	Head Miller	\$ 3,266.00				\$ 3,266.00
						\$ 4,767.50

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Elections & Registrations						
Anderson, Madeleine	Election Teller	\$ 73.63				\$ 73.63
Andujar, Lewis	Election Teller	\$ 77.50				\$ 77.50
Andujar, Maureen	Election Teller	\$ 339.75				\$ 339.75
Bentsen, Ruth	Election Teller	\$ 38.75				\$ 38.75
Bohannon, Audrey	Election Teller	\$ 100.75				\$ 100.75
Boucher, Paul	Election Teller	\$ 62.00				\$ 62.00
Bransfield, Claire	Election Teller	\$ 31.00				\$ 31.00
Brooklebank, Veronica	Election Teller	\$ 128.50				\$ 128.50
Christianson, Patricia	Election Teller	\$ 73.63				\$ 73.63
Coppelman, Jean	Election Teller	\$ 50.38				\$ 50.38
Crozier, Ann	Election Teller	\$ 262.25				\$ 262.25
Derman, Gary	Election Teller	\$ 62.00				\$ 62.00
Derman, Helen	Election Teller	\$ 93.00				\$ 93.00
Diamond, Roslyn	Election Teller	\$ 100.76				\$ 100.76
Dibona, Carol	Election Teller	\$ 71.69				\$ 71.69
Dixon, Charlene	Election Teller	\$ 54.25				\$ 54.25
Dobek, Carol	Election Teller	\$ 48.44				\$ 48.44
Dobek, Frank	Election Teller	\$ 48.44				\$ 48.44
Ericson, Marcia	Election Teller	\$ 62.00				\$ 62.00
Everett, Susan	Election Teller	\$ 32.94				\$ 32.94
Harnett, Michael	Election Teller	\$ 58.13				\$ 58.13
Hartung, Deborah	Election Teller	\$ 46.50				\$ 46.50
Hartung, Larry	Election Teller	\$ 46.50				\$ 46.50
Hatch, Matthew	Election Teller	\$ 29.06				\$ 29.06
Higgins, Delores	Election Teller	\$ 38.75				\$ 38.75
Howard, Helen	Election Teller	\$ 38.75				\$ 38.75
Lariviere, Ellen	Election Teller	\$ 38.75				\$ 38.75
Lennox, John	Deputy Warden	\$ 347.50				\$ 347.50
Martin, Theresa	Election Teller	\$ 34.88				\$ 34.88

SALARIES/WAGES, continued

NAME	POSITION	BASE PAY	OVERTIME	LONGEVITY	OTHER	TOTAL
Morel, Anna	Election Teller	\$ 31.00				\$ 31.00
Murzyn, Mary Lou	Election Teller	\$ 71.69				\$ 71.69
Nickerson, Janice	Election Teller	\$ 89.13				\$ 89.13
Nuendel, Bonnie	Election Teller	\$ 31.00				\$ 31.00
Nuendel, Donald	Election Teller	\$ 38.75				\$ 38.75
Rabeni, Alice	Election Teller	\$ 38.75				\$ 38.75
Radke, Lisa	Election Teller	\$ 110.45				\$ 110.45
Russo, James	Election Teller	\$ 42.63				\$ 42.63
Sandusky, Mark	Election Teller	\$ 96.88				\$ 96.88
Saul, Cynthia	Election Teller	\$ 31.00				\$ 31.00
Scholi, Marcia	Election Teller	\$ 71.69				\$ 71.69
Sette, Mary Louise	Election Teller	\$ 77.50				\$ 77.50
Shea, Shawn	Warden	\$ 180.00				\$ 180.00
Skehan, Patricia	Election Teller	\$ 69.75				\$ 69.75
Skiba, Dawn	Election Teller	\$ 34.88				\$ 34.88
Thomas, Cathy	Election Teller	\$ 195.00				\$ 195.00
Thomas, James	Election Teller	\$ 385.00				\$ 385.00
Thurston, Roger	Election Teller	\$ 71.69				\$ 71.69
						<u>\$ 4,157.27</u>

EASTHAM ELEMENTARY SCHOOL SALARIES

F/Y 2016

EMPLOYEE	POSITION	BASE	LONGEVITY	OTHER	TOTAL SALARY
AMES KIMBERLY	TEACHER	\$ 80,283	\$ 1,500		\$ 81,783
AWISZUS KATHERINE	SUBSTITUTE	\$ 1,360			\$ 1,360
BARTOLINI NICOLETTE	TEACHER	\$ 63,428		\$ 360	\$ 63,788
BEALE TAMARA	CAF WORKER	\$ 41			\$ 41
BRODIE KERIN	EDUCATIONAL ASSISTANT	\$ 24,656	\$ 750	\$ 100	\$ 25,506
BROWN MURIEL	TEACHER	\$ 94,680	\$ 1,500	\$ 4,781	\$ 100,961
BURT LINDA	HEAD CUSTODIAN	\$ 56,735	\$ 1,400	\$ 800	\$ 58,935
CARLISLE JILL	TEACHER	\$ 89,176	\$ 1,500		\$ 90,676
CARR BARBARA	SUBSTITUTE	\$ 200			\$ 200
CHAPPEL MICHAEL	SUBSTITUTE	\$ 1,213			\$ 1,213
CHUDOMEL DIANE	SUBSTITUTE	\$ 3,310	\$ 1,200	\$ 280	\$ 4,790
CLEMMER HEIDI	SUBSTITUTE	\$ 270			\$ 270
CONNOLLY KRISTIN	SUBSTITUTE	\$ 4,415			\$ 4,415
CONSIGLIO-NOKS ARLYNN	SCHOOL COMM SECRETARY	\$ 69			\$ 69
CROSBY WILLIAM	PRINCIPAL	\$ 104,000		\$ 2,500	\$ 106,500
CZUJAK DEBORAH	EDUCATIONAL ASSISTANT	\$ 30,174	\$	\$ 300	\$ 30,474
DANIELS PATSY	SUBSTITUTE	\$ 7,120			\$ 7,120
DASILVA CARINA	SUBSTITUTE	\$ 8,304			\$ 8,304
DAVIS KATHY	TEACHER	\$ 80,283	\$ 1,500		\$ 81,783
DEEGAN TRACY	TEACHER	\$ 71,341	\$ 1,500	\$ 5,427	\$ 78,268
DONOVAN CAROLINE	DATA MNGMNT SEC	\$ 39,728	\$ 1,000	\$ 3,099	\$ 43,827
DOUGLAS DIANE	CAFÉ MANAGER	\$ 39,788	\$ 1,400	\$ 891	\$ 42,079
DRI SCOLL MOLLY	TEACHER	\$ 60,077			\$ 60,077
DUGAS MEGAN	SUBSTITUTE	\$ 380			\$ 380
ESCHER MARY	TEACHER	\$ 62,768	\$ 2,000	\$ 2,581	\$ 67,349
FERRARA MARGARET	SUBSTITUTE	\$ 70			\$ 70
FITZGERALD PHOEBE	EDUCATIONAL ASSISTANT	\$ 35,711	\$ 450	\$ 160	\$ 36,321
FRANCHITTO DANA	SUBSTITUTE	\$ 1,018			\$ 1,018

EMPLOYEE	POSITION	BASE	LONGEVITY	OTHER	TOTAL SALARY
FROMM ALICE	SUBSTITUTE	\$ 16,446			\$ 16,446
FRYE AMY	TEACHER	\$ 94,680	\$ 500		\$ 95,180
GENOIS MARY	TEACHER	\$ 80,283	\$ 1,200		\$ 81,483
GIBBONS MELISSA	TEACHER	\$ 71,345			\$ 71,345
GILL LAURA	SUBSTITUTE	\$ 950			\$ 950
GLASER BRITTANY	SUBSTITUTE	\$ 1,000			\$ 1,000
GRACIANO CATHERINE	SCHOOL PSYCHOLOGIST	\$ 72,885	\$	\$ 1,493	\$ 74,379
GREGORY PATRICIA	SUBSTITUTE	\$ 140			\$ 140
HANDVILLE LAURA	SUBSTITUTE	\$ 270			\$ 270
HARRIS KATHERINE	SUBSTITUTE	\$ 770			\$ 770
HAYES SANDRA	SUBSTITUTE	\$ 4,390			\$ 4,390
HOLLAND ALICE	EDUCATIONAL ASSISTANT	\$ 36,773	\$ 1,000		\$ 37,773
HOLLANDER-ESSIG CHARLES	TEACHER	\$ 18,272	\$ 500		\$ 18,772
JONES JOHN	CUSTODIAN	\$ 38,036		\$ 569	\$ 38,605
KEEFE KAITLYNE	SUB EDUCATIONAL ASSISTANT	\$ 20,600		\$ 40	\$ 20,640
KENDER KOLLEEN	EDUCATIONAL ASSISTANT	\$ 38,077	\$ 450	\$ 420	\$ 38,947
KEOHAN SUE	SUBSTITUTE	\$ 540			\$ 540
KOPITSKY KATHLEEN	SUBSTITUTE	\$ 6,005			\$ 6,005
LABRANCHE LAREN	SUBSTITUTE	\$ 300			\$ 300
LEAVITT GAIL	SUBSTITUTE	\$ 90			\$ 90
LOPARDO LARISA	SUBSTITUTE	\$ 490			\$ 490
MARTIN-LANGTRY DONNA	SPEECH/LANGUAGE	\$ 91,363	\$ 1,500	\$ 138	\$ 93,000
MCCARTHY MARY	TEACHER	\$ 93,006	\$ 2,000		\$ 95,006
MCHUGH EILEEN	EDUCATIONAL ASSISTANT	\$ 36,675	\$ 450		\$ 37,125
MCMAKIN-OSOWSKI LARASA	SUBSTITUTE	\$ 1,350			\$ 1,350
MENZA BREIGH ANN	LIBRARY TEACHER	\$ 60,986		\$ 2,581	\$ 63,567
MITCHELL HOLLEY	EDUCATIONAL ASSISTANT	\$ 30,787		\$ 565	\$ 31,352
MORRIS LOUISE	TEACHER	\$ 103,373	\$ 500		\$ 103,873
NARKON HANNAH	EDUCATIONAL ASSISTANT	\$ 28,121	\$ 450	\$ 1,140	\$ 29,711
NEWTON JULIE	TEACHER	\$ 80,283	\$ 1,500		\$ 81,783

EMPLOYEE	POSITION	BASE	LONGEVITY	OTHER	TOTAL SALARY
NOONE TRACI	SUBSTITUTE	\$ 1,320			\$ 1,320
O'BARA SUSAN	SUBSTITUTE	\$ 92,767	\$ 500		\$ 93,267
O'CONNOR KAREN	TEACHER	\$ 84,700	\$ 2,500	\$ 1,721	\$ 88,921
O'CONNOR THOMAS	SUBSTITUTE	\$ 5,365			\$ 5,365
OLSON COREEN	TEACHER	\$ 87,883	\$ 2,000	\$ 320	\$ 90,203
PENO ERICA	TEACHER	\$ 91,363	\$ 500		\$ 91,863
POITRAS EILEEN	TEACHER	\$ 46,538	\$ 100		\$ 46,638
REICHERS KAREN	NURSE	\$ 80,283	\$ 1,500	\$ 1,265	\$ 83,048
REITER LAURA	SUBSTITUTE	\$ 430			\$ 430
ROGERS MARIE	SUBSTITUTE	\$ 940			\$ 940
SALERNO SHERRY	EDUCATIONAL ASSISTANT	\$ 3,785	\$	\$ 390	\$ 4,175
SANCLEMENTE VALERIE	SUBSTITUTE	\$ 180			\$ 180
SANZO ANTHONY	CUSTODIAN	\$ 42,884	\$	\$ 873	\$ 43,757
SCHRAFFT THERESA	SUBSTITUTE NURSE	\$ 100			\$ 100
SHAW TAMSYN	TEACHER	\$ 80,283	\$ 1,500		\$ 81,783
SOUTHER DEIDRE	EDUCATIONAL ASSISTANT	\$ 25,026	\$ 1,000	\$ 1,840	\$ 27,866
SPRINGER SONI	TUTOR	\$ 4,493			\$ 4,493
STEWART MORGAN	TEACHER	\$ 69,566			\$ 69,566
TEFFT ANN	SUBSTITUTE	\$ 779			\$ 779
THOMPSON VICKI	SUBSTITUTE	\$ 90			\$ 90
TIERNEY CHERYL	SUBSTITUTE	\$ 396			\$ 396
TROVATO KELSEY	SUBSTITUTE	\$ 3,450			\$ 3,450
TYNG BARBARA	SUBSTITUTE	\$ 530			\$ 530
VARLEY ELISE	PRINCIPAL'S SECRETARY	\$ 55,837	\$ 1,250	\$ 80	\$ 57,167
WALLACE COLLEEN	CAFETERIA	\$ 17,555	\$ 750	\$ 731	\$ 19,036
WEBER JILL	EDUCATIONAL ASSISTANT	\$ 38,077	\$ 1,000	\$ 60	\$ 39,137
WEIGAND GEOFFREY	SUBSTITUTE	\$ 1,445			\$ 1,445
YAKOLA ERIC	TEACHER	\$ 80,283	\$ 2,000		\$ 82,283
TOTAL ELEMENTARY SCHOOL		\$ 2,905,235	\$ 40,350	\$ 35,505	\$ 2,981,090

Nauset Regional Schools Salaries and Wages 07/01/2015 to 06/30/2016

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Abolfin, John Paul	Nauset Regional High School	HS Ed Assistant	\$21,301.06	\$0.00	\$21,301.06
Ahokas, John A	Nauset Regional Middle School	MS SN Ed Assistant	\$37,071.09	\$1,500.00	\$39,021.09
Aitchison, Tania A	Nauset Regional High School	HS Cafeteria	\$15,300.62	\$504.67	\$15,805.29
Albahari, Janet L	Community Education	Community Education	\$457.50	\$0.00	\$457.50
Albright, Lori S	Nauset Regional High School	Teacher	\$92,929.56	\$1,278.00	\$94,207.56
Allard, Margaret E	Region Working for a Town	Ed Assistant	\$40,851.55	\$235.73	\$41,087.28
Allen, Thomas F	Nauset Regional High School	HS Teacher	\$27,715.80	\$5,825.97	\$33,541.77
Amaru, Cheri J	Tutors	Tutor	\$4,992.35	\$0.00	\$4,992.35
Ambrose, Clifford	Nauset Regional Middle School	Custodian	\$45,469.92	\$2,987.24	\$48,457.16
Anderson, Norma Jean	Nauset Regional High School	HS Teacher	\$57,883.53	\$1,444.00	\$59,327.53
Andrade, Peter D	Nauset Regional Middle School	SN Teacher	\$13,557.77	\$0.00	\$13,557.77
Anthony, Megan L	Nauset Regional Middle School	Middle School Teacher	\$72,139.72	\$1,738.60	\$73,878.32
Appleton, Scott	Nauset Regional High School	Custodian	\$1,872.00	\$3,809.33	\$5,681.33
Ashwell, Patricia	Substitute or Seasonal	Substitute	\$0.00	\$1,440.00	\$1,440.00
Avery, Joshua	Nauset Regional High School	Custodian	\$52,029.28	\$4,274.40	\$56,303.68
Avery, Sharon E	Nauset Regional Middle School	Cafeteria Worker	\$11,369.05	\$488.33	\$11,857.38
Avery, Todd E	Coach	Coach	\$0.00	\$4,275.00	\$4,275.00
Awiszus, Katharine A	Substitute or Seasonal	Substitute	\$0.00	\$4,554.00	\$4,554.00
Ayochok, Michelle A	Nauset Regional High School	HS Cafeteria Manager	\$32,824.50	\$2,470.92	\$35,295.42
Ayochuk, Amanda M	Substitute or Seasonal	Firebirds	\$1,782.00	\$0.00	\$1,782.00
Azer, Caryn R	Tutors	Tutor	\$1,962.51	\$0.00	\$1,962.51
Bader, Carol A	Nauset Regional Middle School	MS SN Secretary	\$41,558.20	\$1,892.10	\$43,450.30
Baker, Robert	Community Education	Community Education	\$180.00	\$0.00	\$180.00
Bakker, Donald	Nauset Regional High School	Teacher	\$17,970.80	\$0.00	\$17,970.80
Baldwin, Nancy P	Nauset Regional Middle School	Teacher	\$91,287.98	\$3,830.50	\$95,118.48
Barboza, Andre	Coach	Coach	\$0.00	\$3,889.00	\$3,889.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Barr, Gregory A	Nauset Regional Middle School	Middle School Teacher	\$74,033.93	\$6,763.01	\$80,796.94
Barron, Alexis P	Community Education	Community Education	\$300.00	\$0.00	\$300.00
Bartolini, Bernice E	Nauset Regional Middle School	MS Cafeteria	\$7,425.46	\$675.91	\$8,101.37
Bartolini-Trott, Bonnie J	Nauset Regional High School	HS SN Teacher	\$92,929.56	\$3,115.00	\$96,044.56
Battaglini, Michael	Coach	Coach	\$0.00	\$3,281.00	\$3,281.00
Beasley, Katherine M	Nauset Regional High School	HS Teacher	\$8,883.60	\$4,487.29	\$13,370.89
Beavan, Allison	Nauset Regional High School	Teacher	\$35,392.10	\$500.00	\$35,892.10
Bell, Valerie G	Nauset Regional High School	Teacher	\$17,653.20	\$0.00	\$17,653.20
Bengston, MaryLou	Substitute or Seasonal	Substitute	\$0.00	\$350.00	\$350.00
Bentz, Airami C	Nauset Regional High School	HS Teacher	\$83,865.26	\$1,160.39	\$85,025.65
Berg, Kathryn J	Region Working for a Town	K Grant	\$0.00	\$2,083.00	\$2,083.00
Bergstrom, Debra A	Region Working for a Town	Eddy SN Ed Assistant	\$38,049.20	\$1,020.00	\$39,069.20
Bertrand, Shannon	Nauset Regional Middle School	Teacher	\$94,602.97	\$2,876.11	\$97,479.08
Berzinis, Kevin M	Summer School Only	Summer School	\$105.00	\$0.00	\$105.00
Berzinis, Mary D	Region Working for a Town	Speech Therapist	\$90,577.03	\$4,606.13	\$95,183.16
Bianchi, Elizabeth A	Region Working for a Town	Ed Assistant	\$24,895.86	\$2,011.18	\$26,907.04
Biathrow, Sadie	Nauset Regional Middle School	Ed Assistant	\$25,081.28	\$60.00	\$25,141.28
Bienvenue, Nancy A	Nauset Regional Middle School	MS Ed Assistant	\$22,407.44	\$298.73	\$22,706.17
Birchall, Joanne N	Nauset Regional High School	HS SN Ed Assistant	\$36,773.39	\$3,453.00	\$40,226.39
Birchall, Ryan N	Nauset Regional High School	HS Art Teacher	\$63,426.58	\$778.00	\$64,204.58
Bishop, Carol L	Substitute or Seasonal	Substitute	\$0.00	\$2,224.04	\$2,224.04
Bittrich, Tyler	Tutors	Tutor	\$0.00	\$495.00	\$495.00
Blair, Gail L	Nauset Regional Middle School	Ed Assistant	\$36,803.16	\$1,034.43	\$37,837.59
Blascio, Katsiaryna	Nauset Regional High School	Teacher	\$81,149.80	\$883.78	\$82,033.58
Blau, Reva T	Nauset Regional Middle School	MS Teacher	\$47,455.02	\$1,800.70	\$49,255.72
Bohannon, Justin C	Nauset Regional High School	Teacher	\$83,865.26	\$4,643.00	\$88,508.26
Bohannon, Meredith N	Nauset Regional High School	Teacher	\$90,890.22	\$778.00	\$91,668.22
Bolinder, Richard	Nauset Regional High School	Groundsman	\$53,661.28	\$1,586.40	\$55,247.68
Bonanni, John M	Nauset Regional Middle School	MS SN Teacher	\$41,300.82	\$333.00	\$41,633.82
Boskus, Stephen W	Nauset Regional High School	Guidance Counselor	\$88,266.00	\$6,092.41	\$94,358.41
Botsford, Leslie G	Substitute or Seasonal	Substitute	\$0.00	\$40.00	\$40.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Bouyea, Nancy	Nauset Regional Middle School	Custodian	\$49,985.76	\$7,091.99	\$57,077.75
Boyd, Margaret	Nauset Regional High School	Ed Assistant	\$30,751.74	\$1,957.00	\$32,708.74
Bradford, Ariana	Region Working for a Town	Ed Assistant	\$16,087.45	\$5,724.74	\$21,812.19
Brookbank, Veronica	Region Working for a Town	PreSchool Ed Assistant	\$31,583.78	\$1,156.29	\$32,740.07
Brookshire, Edward C	Nauset Regional High School	Athletic Event Worker	\$0.00	\$605.00	\$605.00
Brown, Lisa	Nauset Regional High School	Teacher	\$92,929.56	\$3,616.33	\$96,545.89
Brunelle, Donna M	Nauset Regional High School	Ed Assistant	\$26,376.22	\$13,672.98	\$40,049.20
Brunet, Diane	Region Working for a Town	Tutor	\$25,248.21	\$0.00	\$25,248.21
Bucar, James F	Tutors	Ed Assistant	\$34,564.73	\$180.00	\$34,744.73
Bunker, Emily L	Nauset Regional Middle School	Tutor	\$2,227.37	\$0.00	\$2,227.37
Burkert, Randall E	Tutors	Tutor	\$20,571.96	\$6,836.63	\$27,408.59
Burr, Leslie	Substitute or Seasonal	Substitute	\$0.00	\$4,750.00	\$4,750.00
Burritt, Derek	Nauset Regional High School	HS Custodian	\$2,473.76	\$364.32	\$2,838.08
Burroughs, Leigh A	Nauset Regional Middle School	Middle School Teacher	\$89,102.72	\$2,286.00	\$91,388.72
Butler, Patricia A	Community Education	Community Education	\$180.00	\$0.00	\$180.00
Cahill, Maryanne	Region Only	Preschool Ed Assist	\$30,439.40	\$606.29	\$31,045.69
Callahan, Alice	Substitute or Seasonal	Substitute	\$0.00	\$2,970.00	\$2,970.00
Cameron, Katie	Nauset Regional High School	Guidance Counselor	\$81,806.23	\$6,831.12	\$88,637.35
Cameron, Marcia	Nauset Regional Middle School	Asst Principal	\$117,990.25	\$3,231.00	\$121,221.25
Campbell, Diane	Nauset Regional High School	Region Access	\$0.00	\$17,016.00	\$17,016.00
Canesi, Judy Ann	Nauset Regional High School	HS SN Teacher	\$11,458.23	\$0.00	\$11,458.23
Canter, Aaron M	Nauset Regional Middle School	Teacher	\$76,995.43	\$3,174.34	\$80,169.77
Caretti, Ann	Region Shared	Director of Student Svcs	\$130,954.25	\$4,070.00	\$135,024.25
Carlson, Jan	Nauset Regional Middle School	MS Secretary	\$41,510.28	\$1,454.76	\$42,965.04
Carnathan, Susan M	Substitute or Seasonal	Substitute	\$0.00	\$16,657.54	\$16,657.54
Carpenter, Pamela	Nauset Regional High School	HS Teacher	\$42,691.31	\$778.00	\$43,469.31
Carr, Barbara S	Substitute or Seasonal	Substitute	\$825.00	\$900.00	\$1,725.00
Carr, Deborah	Region Working for a Town	Ed Assistant	\$39,541.08	\$750.00	\$40,291.08
Caruso, Angela M	Nauset Regional High School	HS Ed Assistant	\$20,279.93	\$0.00	\$20,279.93
Castellano, Alan	Nauset Regional High School	Teacher	\$94,602.97	\$2,807.79	\$97,410.76
Cedeno, Anthony G	Nauset Regional Middle School	MS Guidance	\$94,602.97	\$5,117.03	\$99,720.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Chamberlain, Edward F	Coach	Coach	\$0.00	\$1,858.50	\$1,858.50
Chapman, Anthony	Nauset Regional Middle School	Custodian	\$46,785.12	\$3,318.54	\$50,103.66
Chappel, Michael R	Substitute or Seasonal	Substitute	\$0.00	\$5,299.63	\$5,299.63
Chiarello, Kerry C	Nauset Regional High School	SN Teacher	\$85,156.39	\$0.00	\$85,156.39
Christensen, Janake M	Region Revolving	ED Assistant	\$2,071.85	\$1,094.77	\$3,166.62
Chudomei, Diane S	Region Working for a Town	SN Ed Assitant	\$36,773.39	\$1,520.00	\$38,293.39
Ciborowski Jr, John	Substitute or Seasonal	Substitute	\$0.00	\$4,175.00	\$4,175.00
Citrone, Amanda V	Nauset Regional High School	School Psychologist	\$51,133.46	\$2,778.00	\$53,911.46
Claireaux, Christine	Nauset Regional High School	HS Teacher	\$91,947.98	\$778.00	\$92,725.98
Clark, Andrew	Nauset Regional High School	Teacher	\$91,287.98	\$3,239.00	\$94,526.98
Clark, Stacey C	Nauset Regional Middle School	MS SN Teacher	\$83,278.77	\$652.31	\$83,931.08
Clemmer, Heidi	Substitute or Seasonal	Substitute	\$18,491.06	\$720.00	\$19,211.06
Codair, Caroline M	Substitute or Seasonal	Firebirds	\$0.00	\$48.00	\$48.00
Cohen, Paul H	Nauset Regional Middle School	Middle School Custodian	\$38,739.04	\$3,664.41	\$42,403.45
Colgan, Teri-Lynn	Region Working for a Town	Tutor	\$2,978.20	\$2,022.18	\$5,000.38
Collins, Alana J	Nauset Regional High School	HS Ed Assistant	\$26,194.95	\$0.00	\$26,194.95
Conner, Kimberly	Nauset Regional Middle School	MS Teacher	\$91,287.98	\$970.55	\$92,258.53
Connolly, Kristen A	Substitute or Seasonal	Substitute	\$0.00	\$5,475.00	\$5,475.00
Conrad, Thomas	Region Shared	Superintendent of Schools	\$179,481.75	\$237.08	\$179,718.83
Consiglio-Noks, Arlynn	Region Shared	Secret to Student Svcs Dir	\$63,707.29	\$1,785.37	\$65,492.66
Cowan, Robert	Nauset Regional High School	Drivers Ed Instructor	\$0.00	\$11,963.00	\$11,963.00
Craven, Raymond	Nauset Regional High School	Teacher	\$86,154.00	\$2,705.00	\$88,859.00
Cremins, Joanne	Nauset Regional High School	HS SN Ed Assistant	\$22,447.44	\$1,590.00	\$24,037.44
Cullen, Catherine E	Community Education	Community Education	\$450.00	\$0.00	\$450.00
Curtis, Karen	Nauset Regional Middle School	MS SN Ed Asst.	\$38,108.74	\$1,140.00	\$39,248.74
D'Agostino, Danielle A	Substitute or Seasonal	Substitute	\$1,102.50	\$3,605.00	\$4,707.50
Daigle, Suzanne E	Substitute or Seasonal	Substitute	\$0.00	\$4,185.00	\$4,185.00
Daley, Janet H	Region Shared	Business Office Clerk	\$12,707.10	\$0.00	\$12,707.10
Daniels, Patsy	Substitute or Seasonal	Substitute	\$0.00	\$8,780.00	\$8,780.00
Daniels, Susan L	Substitute or Seasonal	Substitute	\$0.00	\$728.54	\$728.54
Dasti, Corinne L	Region Only	Firebirds	\$69.00	\$0.00	\$69.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Davies, Paul	Nauset Regional High School	Teacher	\$17,970.80	\$0.00	\$17,970.80
Day, Judith	Region Only	MS Cafeteria	\$28,290.76	\$1,675.48	\$29,966.24
Delcourt, Keith C	Coach	Coach	\$0.00	\$3,623.00	\$3,623.00
Delfino, Linda M	Substitute or Seasonal	Substitute	\$0.00	\$11,265.00	\$11,265.00
DeOlivera, Cynthia B	Nauset Regional Middle School	MS Cafeteria Manager	\$28,294.07	\$1,369.03	\$29,663.10
DeSimone, Christine	Nauset Regional High School	Teacher	\$94,602.97	\$6,273.67	\$100,876.64
Dever, Kellma	Region Only	Teacher Project Coordinator	\$35,693.69	\$500.00	\$36,193.69
Dewey, Erika M	Nauset Regional Middle School	Teacher	\$9,127.80	\$666.00	\$9,793.80
Dias, Antonia	Nauset Regional High School	HS Cafeteria	\$12,600.21	\$175.00	\$12,775.21
Dickinson, Elaine	Substitute or Seasonal	Substitute	\$0.00	\$1,440.00	\$1,440.00
Dinda, Linda	Substitute or Seasonal	Substitute	\$0.00	\$3,660.00	\$3,660.00
DiPaolo, Beverly J	Nauset Regional Middle School	MS Teacher	\$50,319.07	\$895.74	\$51,214.81
DiProspero, Caroline W	Region Only	Ed Assistant	\$5,036.81	\$0.00	\$5,036.81
Dixon, Honora	Nauset Regional High School	Teacher	\$108,675.67	\$2,530.00	\$111,205.67
Doherty, Michaela B	Region Working for a Town	Preschool Secretary	\$25,174.05	\$735.81	\$25,909.86
Dolbec, David W	Community Education	Community Education	\$960.00	\$0.00	\$960.00
Dombrowski, Kaitlyn A	Nauset Regional High School	High School Teacher	\$56,800.31	\$778.00	\$57,578.31
Dominic, Barbara	Nauset Regional Middle School	Social Worker	\$91,287.98	\$2,387.99	\$93,675.97
Donahue, Eric P	Nauset Regional High School	HS Custodian	\$32,481.28	\$3,226.73	\$35,708.01
Donovan, David	Nauset Regional High School	HS Teacher	\$91,287.98	\$2,278.00	\$93,565.98
Dubois, Nicole R	Substitute or Seasonal	Substitute	\$0.00	\$4,415.00	\$4,415.00
Dugan, William	Region Only	Treasurer	\$7,309.00	\$0.00	\$7,309.00
Dugas, Megan A	Substitute or Seasonal	Substitute	\$0.00	\$380.00	\$380.00
Eagan, Casey A	Coach	Coach	\$0.00	\$4,976.00	\$4,976.00
Earle, Peter	Nauset Regional Middle School	Extracurricular	\$0.00	\$4,926.00	\$4,926.00
Edwards, Julie	Region Only	Physical Therapist	\$51,940.43	\$0.00	\$51,940.43
Eldredge, Cynthia	Region Working for a Town	Eddy SN Ed Assistant	\$38,228.04	\$1,780.00	\$40,008.04
Elia, Louis F	Coach	Coach	\$0.00	\$4,643.00	\$4,643.00
Ellis, Claudia M	Substitute or Seasonal	Substitute	\$0.00	\$104.04	\$104.04
Ellis, Patricia L	Substitute or Seasonal	Substitute	\$0.00	\$44,252.14	\$44,252.14
Endich, Roberta	Nauset Regional High School	Librarian	\$94,602.97	\$1,519.36	\$96,122.33

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
English, Barbara J	Substitute or Seasonal	Substitute	\$100.00	\$0.00	\$100.00
Escher, Mary Christine	Region Working for a Town	Teacher	\$89,386.77	\$14,892.03	\$104,278.80
Estey, Dwight E	Coach	Coach	\$0.00	\$13,627.00	\$13,627.00
Evans, Henry K	Nauset Regional High School	HS Teacher	\$89,252.58	\$6,388.42	\$95,641.00
Faline, Sara L	Substitute or Seasonal	Substitute	\$0.00	\$5,606.00	\$5,606.00
Fannon, Diane M	Nauset Regional High School	HS Cafeteria Worker	\$9,905.69	\$566.56	\$10,472.25
Faris, Thomas A	Nauset Regional High School	HS Teacher	\$91,287.98	\$8,478.44	\$99,766.42
Faucher, Roger H	Nauset Regional High School	HS Teacher	\$94,602.97	\$4,573.00	\$99,175.97
Felix, Tonya M	Tutors	Tutor	\$11,648.57	\$463.40	\$12,111.97
Fernandes, Abigail L	Region Shared	CO Secretary A/P	\$48,979.03	\$30.00	\$49,009.03
Ferrara, Margaret M	Region Revolving	Preschool Ed Assistant	\$21,865.24	\$870.00	\$22,735.24
Fields, Stephanie L	Nauset Regional Middle School	MS SN Ed Assistant	\$37,554.98	\$1,178.55	\$38,733.53
Fisher, Burt	Substitute or Seasonal	Substitute	\$0.00	\$250.00	\$250.00
Fisher-Hilmer, Linda J	Community Education	Community Education	\$180.00	\$0.00	\$180.00
Fitzgerald, Esther	Region Only	Adult Ed Director	\$25,761.75	\$850.00	\$26,611.75
Fitzpatrick, Julie Anne	Nauset Regional High School	HS Ed Assistant	\$35,711.08	\$3,183.10	\$38,894.18
Flanagan, Julie M	Nauset Regional Middle School	MS Teacher	\$89,102.72	\$5,944.00	\$95,046.72
Fleischer, Amy L	Nauset Regional Middle School	MS Teacher	\$55,963.00	\$2,218.11	\$58,181.11
Fleming, Sean M	Nauset Regional High School	HS Asst Principal	\$103,000.00	\$861.33	\$103,861.33
Flynn, Richard	Substitute or Seasonal	Substitute	\$0.00	\$367.02	\$367.02
Foley, Sandra L	Region Shared	Sec. to Dir.Finance/Operations	\$27,185.88	\$350.00	\$27,535.88
Ford, Lillian Ashley	Nauset Regional High School	HS SN Teacher	\$63,973.72	\$778.00	\$64,751.72
Forgione, Carol A	Region Shared	HR Director	\$75,166.96	\$0.00	\$75,166.96
Fox, Cynthia Jean	Region Working for a Town	SB Preschool Teacher	\$106,753.10	\$2,500.00	\$109,253.10
Franchitto, Dana L	Substitute or Seasonal	Substitute	\$0.00	\$3,290.00	\$3,290.00
Freeman, Robert O	Substitute or Seasonal	Firebirds	\$135.00	\$0.00	\$135.00
Fromm, Alice D	Substitute or Seasonal	Substitute	\$0.00	\$18,195.50	\$18,195.50
Fry, Meredith L	Coach	Coach	\$0.00	\$3,369.00	\$3,369.00
Gage, Samantha J	Substitute or Seasonal	Substitute	\$0.00	\$150.00	\$150.00
Gallagher, Meghan E	Substitute or Seasonal	Substitute	\$0.00	\$70.00	\$70.00
Gardner, Charles F	Substitute or Seasonal	Substitute	\$0.00	\$42,652.90	\$42,652.90

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Gauley, Keith	Region Shared	Assistant Superintendent	\$139,776.16	\$150.00	\$139,926.16
Gengareilly, Laurie J	Nauset Regional Middle School	MS SN Ed Assistant	\$38,108.74	\$2,756.00	\$40,864.74
George, Emma V	Substitute or Seasonal	Substitute	\$0.00	\$802.00	\$802.00
Giansante, Nancy D	Substitute or Seasonal	Substitute	\$0.00	\$3,375.00	\$3,375.00
Gifford, John R	Substitute or Seasonal	Substitute	\$0.00	\$80.00	\$80.00
Gildehaus, Christopher Q	Coach	Coach	\$0.00	\$6,857.00	\$6,857.00
Gill, Laura	Substitute or Seasonal	Substitute	\$1,400.00	\$1,892.00	\$3,292.00
Glaser, Brittany N	Summer School Only	Summer School	\$0.00	\$1,000.00	\$1,000.00
Glaser-Gilrein, Dianne	Substitute or Seasonal	Substitute	\$0.00	\$6,870.00	\$6,870.00
Gleason, Janice E	Substitute or Seasonal	Substitute	\$0.00	\$540.00	\$540.00
Glennon, Margaret A	Nauset Regional Middle School	MS Teacher	\$39,086.74	\$666.00	\$39,752.74
Goodrich, Lisa A	Nauset Regional Middle School	MS Guidance Secretary	\$48,353.90	\$1,448.74	\$49,802.64
Grant, Jennifer	Nauset Regional Middle School	Educational Assistant	\$30,772.90	\$5,286.79	\$36,059.69
Green, Mary Kathleen	Nauset Regional Middle School	Ed Assistant	\$42,973.03	\$2,336.06	\$45,309.09
Gregg, Paul A	Region Working for a Town	OES Teacher	\$97,100.76	\$2,526.67	\$99,627.43
Gregory, Patricia A	Substitute or Seasonal	Substitute	\$0.00	\$722.00	\$722.00
Grimm, Donna B	Substitute or Seasonal	Substitute	\$0.00	\$160.00	\$160.00
Grozier, Christine H	Nauset Regional High School	HS SN Ed Assistant	\$38,049.20	\$1,000.00	\$39,049.20
Grzewinski, Kathleen M	Summer School Only	Summer School	\$1,687.07	\$0.00	\$1,687.07
Gula, Jennifer E	Nauset Regional Middle School	MS Teacher	\$94,602.97	\$500.00	\$95,102.97
Gutmann, Brendan J	Coach	Community Education/Coach	\$13,611.95	\$4,044.00	\$17,655.95
Guzzeau, Gary J	Substitute or Seasonal	Substitute	\$0.00	\$3,646.00	\$3,646.00
Hagopian, Berj N	Nauset Regional Middle School	MS Teacher	\$94,602.97	\$1,788.00	\$96,390.97
Hall, Auburn LF	Substitute or Seasonal	Substitute	\$0.00	\$3,140.00	\$3,140.00
Hamer, Judith	Nauset Regional High School	HS Teacher	\$94,298.40	\$3,430.00	\$97,728.40
Hammond, Catherine L	Community Education	Community Education	\$435.00	\$0.00	\$435.00
Hammond, Majen P	Nauset Regional Middle School	Teacher	\$108,675.67	\$6,620.18	\$115,295.85
Handville, Laura J	Substitute or Seasonal	Substitute	\$0.00	\$490.00	\$490.00
Hannon, Kallie N	Substitute or Seasonal	Substitute	\$0.00	\$496.00	\$496.00
Hansen, Karen B	Nauset Regional Middle School	MS Teacher	\$94,602.97	\$4,745.48	\$99,348.45
Harris, Katherine I	Substitute or Seasonal	Substitute	\$0.00	\$2,880.00	\$2,880.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Hart, Susan C	Substitute or Seasonal	Substitute	\$0.00	\$180.00	\$180.00
Hartung, Bonnie K	Nauset Regional Middle School	MS Nurse	\$60,028.24	\$317.66	\$60,345.90
Harvey, Katherine	Nauset Regional Middle School	MS Teacher	\$84,392.00	\$755.37	\$85,147.37
Haskell, Larkin	Substitute or Seasonal	Substitute	\$0.00	\$2,725.00	\$2,725.00
Hayes, Sandra L	Substitute or Seasonal	Substitute	\$0.00	\$11,090.50	\$11,090.50
Hemmenway, Clare S	Substitute or Seasonal	Substitute	\$0.00	\$450.00	\$450.00
Hendrickx, Ezra	Nauset Regional High School	HS Teacher	\$91,287.98	\$13,391.50	\$104,679.48
Hepinstall, Karen E	Nauset Regional High School	HS Teacher	\$94,602.97	\$6,552.00	\$101,154.97
Herold, Amy S	Substitute or Seasonal	Substitute	\$100.00	\$3,120.00	\$3,220.00
Hickey, Kathleen M	Substitute or Seasonal	Substitute	\$1,440.00	\$0.00	\$1,440.00
Hicks, Brian R	Nauset Regional High School	HS Teacher	\$89,102.72	\$4,995.00	\$94,097.72
Higgins, Jane P	Community Education	Community Education	\$3,480.00	\$0.00	\$3,480.00
Higgins, Kenneth	Nauset Regional High School	Athletic Event Worker	\$0.00	\$540.00	\$540.00
Higgins, Samantha M	Substitute or Seasonal	Firebirds	\$0.00	\$48.00	\$48.00
Hilliar, Emily J	Community Education	Community Education	\$180.00	\$640.00	\$820.00
Hilliar, John A	Community Education	Community Education	\$540.00	\$0.00	\$540.00
Hirst, Taylor V	Coach	Coach	\$0.00	\$1,095.50	\$1,095.50
Hirst, William L	Coach	Coach	\$0.00	\$2,461.50	\$2,461.50
Hoffmann, Richard J	Region Shared	Superintendent	\$16,489.00	\$197.00	\$16,686.00
Hollis, Savannah L	Substitute or Seasonal	Central Office Secretary Sub	\$2,127.50	\$3,510.00	\$5,637.50
Hotetz, Linda A	Region Working for a Town	Stony Ed Assistant	\$20,608.28	\$750.00	\$21,358.28
Hourihan, Maureen	Tutors	Middle School Tutor	\$3,443.00	\$0.00	\$3,443.00
Howarth, Phillip	Coach	Coach	\$0.00	\$4,681.00	\$4,681.00
Howell, Pamela T	Nauset Regional Middle School	MS Teacher	\$86,154.00	\$0.00	\$86,154.00
Hoyt, Joseph C	Nauset Regional High School	HS Teacher	\$39,086.74	\$0.00	\$39,086.74
Hoyt, Karl F	Nauset Regional High School	HS Teacher	\$37,526.05	\$2,000.00	\$39,526.05
Hutton, Sarah P	Nauset Regional Middle School	MS Teacher	\$85,075.50	\$3,756.85	\$88,832.35
Ilkovich, Katie	Coach	Coach	\$275.44	\$16,685.00	\$16,960.44
Israel, Deborah A	Community Education	Community Education	\$3,600.00	\$0.00	\$3,600.00
Jackman, Bonnie E	Nauset Regional Middle School	Social Worker	\$94,602.97	\$4,197.54	\$98,800.51
Jackson, Brandy B	Nauset Regional Middle School	Middle School Teacher	\$74,033.93	\$11,138.54	\$85,172.47

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Jamieson, Lori L.	Region Shared	Secy to the Business Manager	\$30,464.40	\$0.00	\$30,464.40
Johnson, Andrea g	Coach	Coach	\$0.00	\$1,858.50	\$1,858.50
Johnson, Gregory H	Nauset Regional Middle School	MS Ed Assistant	\$23,961.44	\$1,612.00	\$25,573.44
Johnson, Lynne R	Substitute or Seasonal	Substitute	\$0.00	\$430.00	\$430.00
Johnston, Ross B	Nauset Regional High School	HS Teacher	\$92,929.56	\$1,500.00	\$94,429.56
Jordan, Edward J	Substitute or Seasonal	Substitute	\$0.00	\$10,345.00	\$10,345.00
Kanavos, Joyce	Region Shared	Accounts Payable/Receptionist	\$33,094.87	\$1,250.00	\$34,344.87
Kandall, Amy	Nauset Regional High School	HS Teacher	\$89,102.72	\$0.00	\$89,102.72
Katherman, Judith T	Substitute or Seasonal	Substitute	\$0.00	\$9,107.50	\$9,107.50
Keavy, Debra A	Nauset Regional High School	HS Teacher	\$76,995.43	\$778.00	\$77,773.43
Keefe, Kaitlyne T	Substitute or Seasonal	Substitute	\$968.75	\$21,360.10	\$22,328.85
Kelly, Jeffrey J	Substitute or Seasonal	Substitute	\$0.00	\$450.00	\$450.00
Kelly, Karen	Substitute or Seasonal	Substitute	\$0.00	\$3,915.00	\$3,915.00
Kendrew, Ingrid E	Nauset Regional Middle School	MS Teacher	\$89,102.72	\$4,507.14	\$93,609.86
Kenyon, Keith Edward	Nauset Regional High School	HS Asst Principal	\$112,923.00	\$3,841.00	\$116,764.00
Keohan, Mary Sue	Substitute or Seasonal	Substitute	\$540.00	\$6,255.00	\$6,795.00
Keon, Diane Smith	Nauset Regional High School	HS Teacher	\$94,602.97	\$1,397.16	\$96,000.13
Keon, Samuel	Nauset Regional High School	Computer Technical Support	\$29,924.16	\$0.00	\$29,924.16
Kerig, John A	Nauset Regional High School	Custodian	\$37,248.00	\$7,290.83	\$44,538.83
Kerse-McMillin, Maura C.	Nauset Regional High School	HS Teacher	\$91,287.98	\$1,213.49	\$92,501.47
Kersteon, Hilary F	Nauset Regional High School	HS Teacher	\$92,150.87	\$59.58	\$92,210.45
Kieffer, Johanne M	Nauset Regional Middle School	MS SN Ed Assistant	\$34,537.44	\$1,003.00	\$35,540.44
King, Selena F	Nauset Regional High School	HS Teacher	\$71,282.22	\$1,785.00	\$73,067.22
Kirouac, Sean	Nauset Regional Middle School	MS Teacher	\$65,815.34	\$2,402.56	\$68,217.90
Kmiec, Ariana L	Nauset Regional High School	HS Teacher	\$63,513.16	\$2,720.75	\$66,233.91
Kobold, Julie	Nauset Regional High School	HS Teacher	\$80,075.46	\$2,814.00	\$82,889.46
Koch, Michelle R	Nauset Regional Middle School	MS Ed Assistant	\$33,827.89	\$1,023.00	\$34,850.89
Komich, Ryan M	Coach	Coach	\$0.00	\$11,645.50	\$11,645.50
Kopitsky, Kathleen G	Substitute or Seasonal	Substitute	\$0.00	\$6,497.00	\$6,497.00
Kremer, Ralf	Region Shared	Network Systems Administrator	\$81,355.30	\$100.00	\$81,455.30
Krenik, John	Nauset Regional Middle School	MS Teacher	\$80,836.37	\$2,000.00	\$82,836.37

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Krieger-DeWitt, David J	Substitute or Seasonal	Substitute	\$0.00	\$2,257.57	\$2,257.57
Krikorian, Kathleen	Nauset Regional Middle School	MS SN Ed Assistant	\$36,629.59	\$3,345.82	\$39,975.41
Krzeminski, Glenn	Substitute or Seasonal	Substitute	\$0.00	\$2,205.00	\$2,205.00
LaBonte, Emily F	Substitute or Seasonal	SN Ed Assistant	\$0.00	\$886.00	\$886.00
LaBranche, Christine W	Nauset Regional High School	HS Secretary	\$31,280.90	\$11,192.12	\$42,473.02
LaBranche, Karen L	Substitute or Seasonal	Substitute	\$0.00	\$300.00	\$300.00
LaBranche, Robert A	Nauset Regional High School	HS Teacher	\$89,102.72	\$16,322.29	\$105,425.01
Lagasse, Karen M	Nauset Regional High School	HS Teacher	\$92,929.56	\$7,102.57	\$100,032.13
Lamperti, Tracy S	Community Education	Community Education	\$615.00	\$0.00	\$615.00
Lane, Theresa L	Nauset Regional Middle School	Ed Assistant	\$39,644.72	\$2,632.37	\$42,277.09
Langelier, Jaime L	Nauset Regional High School	HS Nurse	\$50,198.35	\$140.40	\$50,338.75
Lavery, Brian D	Nauset Regional Middle School	MS PE Teacher	\$85,045.10	\$11,453.11	\$96,498.21
Lavoine, Barbara A	Region Shared	Director of Technology	\$99,564.99	\$100.00	\$99,664.99
Leary, Geoffrey W	Nauset Regional High School	Driver Ed Coord/Instructor	\$0.00	\$18,597.52	\$18,597.52
Leavitt, Gail M	Substitute or Seasonal	Substitute	\$0.00	\$630.00	\$630.00
Lebow, Elizabeth A	Nauset Regional High School	HS Teacher	\$91,287.98	\$1,278.00	\$92,565.98
LedDuke, Dana B	Summer School Only	Summer School Teacher	\$4,183.26	\$0.00	\$4,183.26
Leduc, Diane J	Substitute or Seasonal	Substitute	\$0.00	\$3,410.70	\$3,410.70
Lee, Diane	Community Education	Community Education	\$1,440.00	\$0.00	\$1,440.00
Lee-DeStefano, Tracy L	Nauset Regional High School	HS Teacher	\$78,797.45	\$1,599.87	\$80,397.32
Leighton, Ann C	Nauset Regional Middle School	Spanish Teacher	\$64,133.50	\$666.00	\$64,799.50
Leighton, Lauren V	Nauset Regional High School	HS LT Substitute	\$0.00	\$2,422.71	\$2,422.71
Leistering, Griffin J	Substitute or Seasonal	Substitute	\$0.00	\$805.00	\$805.00
Levy, Eloise R	Nauset Regional Middle School	MS Teacher	\$104,867.06	\$2,000.00	\$106,867.06
Lewis, Robert	Nauset Regional High School	HS Facilities Manager	\$76,379.25	\$2,776.71	\$79,155.96
Lima, Andre	Substitute or Seasonal	Substitute	\$0.00	\$720.00	\$720.00
Lindahl, Paul	Nauset Regional High School	HS Teacher	\$91,287.98	\$778.00	\$92,065.98
Lisle, Andrew R	Substitute or Seasonal	Substitute	\$0.00	\$960.00	\$960.00
Lombard, Martha M	Nauset Regional Middle School	MS Teacher	\$8,688.45	\$0.00	\$8,688.45
Lopardo, Larisa	Substitute or Seasonal	Substitute	\$0.00	\$1,106.49	\$1,106.49
Lum, Sally	Nauset Regional High School	HS Teacher	\$69,315.00	\$0.00	\$69,315.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Lyon, Tricia L	Nauset Regional Middle School	MS Ed Assistant	\$7,952.99	\$213.85	\$8,166.84
MacDonald, Eduardo	Nauset Regional High School	HS Interim Principal	\$128,897.50	\$3,425.00	\$132,322.50
MacDonald, Kathleen Z	Nauset Regional High School	HS Teacher	\$89,102.72	\$4,183.00	\$93,285.72
MacDonald, Kathryn	Nauset Regional High School	HS Guidance Secretary	\$42,363.70	\$7,561.07	\$49,924.77
Mack, Kristina L	Nauset Regional Middle School	MS SN Teacher	\$67,237.16	\$1,614.82	\$68,851.98
Mackeil, Louis M	Community Education	Community Education	\$1,320.00	\$0.00	\$1,320.00
MacLelland, Eloise G	Nauset Regional Middle School	MS Teacher	\$91,287.98	\$1,420.00	\$92,707.98
Maguire, Mary Ann	Region Shared	Substitute	\$40,012.09	\$1,963.38	\$41,975.47
Malloy, Kate M	Nauset Regional Middle School	MS Teacher	\$78,657.64	\$70.52	\$78,728.16
Manach, Emily R	Region Only	Educational Assistant	\$5,563.38	\$18,316.40	\$23,879.78
Manganaro, Salvatore J	Coach	Coach	\$0.00	\$5,065.00	\$5,065.00
Marcellino, Norma	Substitute or Seasonal	Substitute	\$3,718.44	\$540.00	\$4,258.44
Margotta, Kathryn M	Region Working for a Town	Ed Assistant	\$30,439.40	\$1,156.29	\$31,595.69
Marino, Cathy	Region Working for a Town	Ed Assistant	\$26,819.56	\$15,181.14	\$42,000.70
Markovich, Paul	Nauset Regional High School	Asst Principal	\$4,347.00	\$0.00	\$4,347.00
Marquit, Jayne H	Nauset Regional High School	Ed Assistant	\$36,773.39	\$1,250.00	\$38,023.39
Martin, Amy L	Nauset Regional High School	Office/Data Mgmt Secy	\$7,566.12	\$0.00	\$7,566.12
Mason, Douglas H	Coach	Coach	\$0.00	\$3,281.00	\$3,281.00
Mathison, Mark W	Nauset Regional High School	HS SN Teacher	\$89,102.72	\$5,781.00	\$94,883.72
Mattson, John K	Nauset Regional High School	HS Athletic Director	\$94,080.15	\$819.67	\$94,899.82
Maynard, Kenneth	Nauset Regional High School	HS Teacher	\$0.00	\$13,028.60	\$13,028.60
Mazel, Christiane	Nauset Regional Middle School	Long Term Substitute	\$0.00	\$826.32	\$826.32
McCarthy, John R	Coach	Coach	\$0.00	\$5,484.00	\$5,484.00
McCarthy, Tammy J	Nauset Regional Middle School	MS Teacher	\$92,929.56	\$1,940.92	\$94,870.48
McConchie, Ann S	Nauset Regional Middle School	MS Teacher	\$91,472.00	\$5,802.20	\$97,274.20
McConchie, Craig T	Coach	Fall Coach	\$0.00	\$2,634.00	\$2,634.00
McCully, John D	Coach	HS Coach	\$0.00	\$4,681.00	\$4,681.00
McCully, Kathleen F	Nauset Regional High School	HS Teacher	\$91,287.98	\$6,322.00	\$97,609.98
McDermott, Nancy H	Substitute or Seasonal	Substitute	\$0.00	\$4,310.00	\$4,310.00
McDonnell, Rose K	Substitute or Seasonal	Substitute	\$0.00	\$640.00	\$640.00
McEnaney, Garrett J	Coach	Coach	\$0.00	\$2,634.00	\$2,634.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
McGown, Jane	Nauset Regional High School	HS Teacher	\$91,287.98	\$4,133.00	\$95,420.98
McGrath, Lori K	Region Working for a Town	Ed Assistant	\$0.00	\$40.00	\$40.00
McGrath, Michael R	Substitute or Seasonal	Substitute	\$0.00	\$760.00	\$760.00
McGrath, Scott	Nauset Regional High School	HS PE Teacher	\$49,340.27	\$11,189.20	\$60,529.47
McGuigan, Johanna E	Substitute or Seasonal	Substitute	\$5,818.67	\$889.42	\$6,708.09
McKendree, Charles A	Region Revolving	Eddy Tutor	\$12,094.55	\$0.00	\$12,094.55
McMahon, Michele C	Nauset Regional High School	HS Teacher	\$91,472.00	\$10,416.33	\$101,888.33
McMakin-Osowski, Larasa	Substitute or Seasonal	Substitute	\$0.00	\$1,350.00	\$1,350.00
McNamara, Michael P	Nauset Regional High School	HS Teacher	\$89,102.72	\$778.00	\$89,880.72
Melanson, Oona A	Substitute or Seasonal	Substitute	\$585.31	\$6,345.00	\$6,930.31
Meyer, Deborah A	Region Working for a Town	Teacher Title 1 and SBES	\$56,262.69	\$2,820.58	\$59,083.27
Milan, Neal A	Nauset Regional High School	HS Teacher	\$86,154.00	\$3,142.96	\$89,296.96
Miller, Sarah E	Region Shared	Secretary to the Asst Superintendent	\$56,565.63	\$0.00	\$56,565.63
Minkoff, Maxine	Nauset Regional Middle School	MS Principal	\$132,976.75	\$1,585.57	\$134,562.32
Mitchell, Holley C	Region Working for a Town	Ed Assistant	\$31,944.94	\$60.00	\$32,004.94
Miville, Courtney	Nauset Regional High School	Teacher	\$74,033.93	\$2,065.00	\$76,098.93
Moen, Sarah	Substitute or Seasonal	Substitute	\$0.00	\$6,322.00	\$6,322.00
Moll, Gloria	Community Education	Community Education	\$4,560.00	\$0.00	\$4,560.00
Monger, Julie C	Region Shared	Secretary to Business Manager	\$1,269.35	\$0.00	\$1,269.35
Moniz, Cynthia F	Nauset Regional High School	HS Long Term Subs	\$16,203.30	\$12,491.68	\$28,694.98
Montano, Dawn M	Region Working for a Town	Ed Assistant	\$29,519.83	\$1,759.60	\$31,279.43
Moore, Michael G	Nauset Regional Middle School	MS Teacher	\$94,602.97	\$2,000.00	\$96,602.97
Morris, Catherine E	Nauset Regional Middle School	Ed Assistant	\$31,391.25	\$8,037.49	\$39,428.74
Mosesso, Angela Mary	Nauset Regional High School	HS Teacher	\$94,761.64	\$6,855.17	\$101,616.81
Mountain, Mary Ellen	Nauset Regional High School	HS Substitute	\$43,417.85	\$1,570.23	\$44,988.08
Mulholland, Sean J	Nauset Regional High School	HS Teacher	\$81,089.00	\$4,147.00	\$85,236.00
Murphy, Elizabeth M	Substitute or Seasonal	Substitute	\$0.00	\$400.00	\$400.00
Murray, Susan G	Region Shared	Dir of Food & Nutrition Services	\$82,040.25	\$100.00	\$82,140.25
Nabywaniec, Mary Jo	Substitute or Seasonal	Substitute	\$0.00	\$360.00	\$360.00
Narkon, Hannah	Region Only	EES Ed Assistant	\$26,969.45	\$1,630.00	\$28,599.45
Navas, Joseph M	Coach	Coach	\$0.00	\$7,088.00	\$7,088.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Needel, Anne M	Nauset Regional Middle School	MS Teacher	\$94,602.97	\$1,137.60	\$95,740.57
Nelson, Jr, Roger E	Nauset Regional High School	HS Ed Assistant	\$38,049.20	\$2,000.00	\$40,049.20
Newmier, Wilhelmina	Community Education	Asst Director Community Ed	\$8,497.38	\$0.00	\$8,497.38
Nicholson, Dawn	Nauset Regional Middle School	Ed Assistant	\$30,763.06	\$2,536.00	\$33,299.06
Nickerson, Linda	Nauset Regional Middle School	MS Nurse	\$78,797.45	\$720.84	\$79,518.29
Nielsen, Lise Hembrough	Nauset Regional High School	HS Teacher	\$91,287.98	\$13,212.00	\$104,499.98
Nobili, Moira B	Coach	Coach	\$0.00	\$7,667.00	\$7,667.00
Noles, Larry J	Community Education	Community Education	\$150.00	\$0.00	\$150.00
Noone, Traci M	Substitute or Seasonal	Substitute	\$0.00	\$17,176.51	\$17,176.51
Norregard, Susan A	Nauset Regional High School	High School Ed Assistant	\$32,065.09	\$1,000.00	\$33,065.09
Norton, Coleman J	Substitute or Seasonal	Firebirds	\$1,386.00	\$0.00	\$1,386.00
Norton, Timothy C	Coach	Coach	\$0.00	\$3,488.00	\$3,488.00
Novacon, Karen J	Nauset Regional High School	HS Teacher	\$91,287.98	\$1,368.00	\$92,655.98
Nowack, James M	Region Shared	Accounting Manager	\$97,417.05	\$3,000.00	\$100,417.05
Noyes, Cary A	Region Working for a Town	Stony Title 1 Teacher	\$0.00	\$486.67	\$486.67
Noyes, Richard K	Community Education	Community Education	\$3,000.00	\$0.00	\$3,000.00
O'Bara, James S	Nauset Regional Middle School	MS Custodian	\$637.26	\$0.00	\$637.26
Oberding, Robert A	Community Education	Community Education	\$640.00	\$0.00	\$640.00
O'Brien, Brendan P	Substitute or Seasonal	Substitute	\$0.00	\$80.00	\$80.00
O'Brien, Mary Catherine	Nauset Regional Middle School	Ed Assistant	\$33,090.85	\$490.00	\$33,580.85
O'Connell, Joanne T	Region Revolving	Speech/Language Preschool	\$49,754.10	\$124.86	\$49,878.96
O'Connell, Nancy	Region Only	WES Preschool Teacher	\$91,528.99	\$1,500.00	\$93,028.99
O'Connor, Thomas	Substitute or Seasonal	Substitute	\$0.00	\$5,575.00	\$5,575.00
O'Connor, Yvonne M	Region Only	Pre-School Teacher	\$89,705.26	\$0.00	\$89,705.26
Ogden, Virginia R	Nauset Regional High School	HS Teacher	\$80,439.81	\$3,222.02	\$83,661.83
O'Hara, Cristin E	Nauset Regional Middle School	MS Teacher	\$83,865.26	\$0.00	\$83,865.26
O'Neil, Dawn J	Nauset Regional Middle School	MS Teacher	\$94,602.97	\$1,790.50	\$96,393.47
Orlandella, Lisa E	Nauset Regional High School	HS Teacher	\$85,045.10	\$1,465.57	\$86,510.67
Pagano, Karen L	Substitute or Seasonal	Substitute	\$0.00	\$3,690.00	\$3,690.00
Page, Phillip	Nauset Regional Middle School	Custodian	\$52,403.68	\$2,145.30	\$54,548.98
Pasarelli, Jill A	Substitute or Seasonal	Substitute	\$0.00	\$856.00	\$856.00

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Paulus, Ann K	Nauset Regional Middle School	MS Teacher	\$82,184.96	\$96.97	\$82,281.93
Pavlakis, Brandon S	Nauset Regional High School	Computer Technical Support	\$4,141.29	\$0.00	\$4,141.29
Pavlu, Edward J	Nauset Regional Middle School	MS Teacher	\$94,602.97	\$5,670.36	\$100,273.33
Pavlu, Michele M	Nauset Regional High School	HS Athletic Trainer	\$74,403.39	\$261.56	\$74,664.95
Peacock, Robert E	Substitute or Seasonal	Substitute	\$2,255.17	\$5,267.50	\$7,522.67
Pearson, Trevor W	Substitute or Seasonal	Substitute	\$0.00	\$240.00	\$240.00
Peck, Susan	Nauset Regional Middle School	Ed Assistant	\$34,564.73	\$524.43	\$35,089.16
Pelletier, Michelle R	Substitute or Seasonal	Substitute	\$0.00	\$1,275.00	\$1,275.00
Peno, Jesse S	Nauset Regional High School	HS Teacher	\$60,997.86	\$3,889.00	\$64,886.86
Perewitz, Susan M	Nauset Regional High School	HS Cafeteria	\$8,294.64	\$1,925.45	\$10,220.09
Perry, Vivian M	Nauset Regional Middle School	Ed Assistant	\$38,222.80	\$590.00	\$38,812.80
Peters, Richard E	Nauset Regional Middle School	MS Custodian	\$39,891.52	\$3,042.39	\$42,933.91
Peterson, Richard F	Nauset Regional Middle School	MS Teacher	\$87,161.48	\$5,110.00	\$92,271.48
Pickard, Jacob F	Nauset Regional High School	SN Ed Assistant	\$12,841.90	\$100.00	\$12,941.90
Piromontese, Carol	Substitute or Seasonal	Substitute	\$0.00	\$2,687.25	\$2,687.25
Pini JR, Harold J	Coach	Coach	\$0.00	\$4,643.00	\$4,643.00
Pober, Zachary R	Nauset Regional High School	Custodian	\$10,838.80	\$578.14	\$11,416.94
Pollo, Ricardo R	Nauset Regional High School	High School Teacher	\$65,815.34	\$3,834.00	\$69,649.34
Porteus, Sarah E	Summer School Only	Summer School	\$1,680.00	\$0.00	\$1,680.00
Potts, Kenneth C	Coach	Region Coach	\$0.00	\$2,914.00	\$2,914.00
Potts, David G	Nauset Regional High School	HS Teacher	\$80,217.83	\$15,617.00	\$95,834.83
Powers, Alexander	Substitute or Seasonal	Substitute	\$0.00	\$3,365.00	\$3,365.00
Powers, Robert G	Substitute or Seasonal	Substitute	\$0.00	\$0.00	\$0.00
Pranga, Christina L	Substitute or Seasonal	Substitute	\$0.00	\$665.00	\$665.00
Prickett, Margaret H	Nauset Regional Middle School	MS SN Ed Assistant	\$16,865.86	\$5,812.49	\$22,678.35
Princi, Area	Substitute or Seasonal	Substitute	\$0.00	\$228.72	\$228.72
Putterman, Wendy J	Community Education	Community Education	\$360.00	\$0.00	\$360.00
Quatrocelli, Susan M	Nauset Regional Middle School	MS SN Psychologist	\$89,102.72	\$8,091.08	\$97,193.80
Quigley, John T	Coach	Coach	\$0.00	\$4,681.00	\$4,681.00
Quigley, Julie E	Nauset Regional High School	HS Teacher	\$32,018.59	\$924.97	\$32,943.56
Quill, Joanne L	Nauset Regional High School	HS Teacher	\$85,045.10	\$8,209.00	\$93,254.10

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Raimo, Carey	Region Only	Occupational Therapist	\$84,449.84	\$0.00	\$84,449.84
Rathbone, Bobby W	Nauset Regional High School	HS Teacher	\$70,093.54	\$1,430.00	\$71,523.54
Razinha, Jill	Region Only	Ed Assistant	\$19,969.66	\$450.00	\$20,419.66
Read, Lynn E	Nauset Regional High School	Ed Assistant	\$38,049.20	\$2,000.00	\$40,049.20
Reddish, Karen A	Nauset Regional Middle School	MS Teacher	\$94,602.97	\$3,257.30	\$97,860.27
Reeves, Jessica Jean	Nauset Regional High School	Math Teacher	\$76,995.43	\$1,687.10	\$78,682.53
Regan, Michelle D	Region Working for a Town	Region OT	\$58,512.69	\$104.04	\$58,616.73
Reiter, Laura R	Substitute or Seasonal	Substitute	\$0.00	\$730.00	\$730.00
Rice, Daria W	Region Only	Occupational Therapist	\$85,045.10	\$0.00	\$85,045.10
Richard, Paul	Nauset Regional Middle School	MS Head Custodian	\$72,473.00	\$2,888.59	\$75,361.59
Richard, Rosana V	Substitute or Seasonal	Substitute	\$0.00	\$1,563.00	\$1,563.00
Richards, Sharon C	Nauset Regional High School	HS Teacher	\$77,887.31	\$9,038.25	\$86,925.56
Rickman, Donna L	Community Education	Community Education	\$480.00	\$0.00	\$480.00
Ridgeway, Brenda A	Nauset Regional Middle School	MS Teacher	\$37,089.27	\$1,500.00	\$38,589.27
Roy, Amy Lynn	Nauset Regional High School	Spanish Teacher	\$94,602.97	\$5,519.89	\$100,122.86
Roberts, Victor F	Substitute or Seasonal	Substitute	\$0.00	\$7,740.00	\$7,740.00
Rogers, Brenda J	Substitute or Seasonal	Substitute	\$0.00	\$360.00	\$360.00
Rogers, Marie A	Substitute or Seasonal	Substitute	\$0.00	\$1,030.00	\$1,030.00
Rosell, Dawn C	Community Education	Community Education	\$480.00	\$0.00	\$480.00
Ross, Deanna M	Region Only	Preschool Speech	\$31,405.03	\$70.58	\$31,475.61
Rotti, Marjorie H	Region Only	Secretary to Adult Ed Director	\$8,658.69	\$600.00	\$9,258.69
Rouillard, Nancy J	Region Only	Cafeteria	\$21,449.32	\$1,221.29	\$22,670.61
Roy, Marie-France	Nauset Regional Middle School	Middle School Teacher	\$50,157.13	\$0.00	\$50,157.13
Ryan, Eileen G	Region Working for a Town	Ed Assistant	\$29,418.71	\$1,171.18	\$30,589.89
Ryan, Justine A	Region Working for a Town	SB Preschool Teacher	\$85,075.50	\$500.00	\$85,575.50
Salerno, Sherry L	Region Working for a Town	Ed Assistant - EES	\$12,746.15	\$855.00	\$13,601.15
Salmon, Donald D	Nauset Regional High School	HS Custodian	\$27,098.24	\$3,494.27	\$30,592.51
Sanclimente, Valerie J	Substitute or Seasonal	Substitute	\$0.00	\$180.38	\$180.38
Savery, Danielle T	Substitute or Seasonal	Substitute	\$0.00	\$7,404.20	\$7,404.20
Schiffner, John H	Region Revolving	Asst Dir of Development	\$25,000.00	\$0.00	\$25,000.00
Schnitzer, Dawn N	Nauset Regional Middle School	MS SN Teacher	\$89,102.72	\$0.00	\$89,102.72

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Schrafft, Theresa A	Substitute or Seasonal	Sub Nurse	\$0.00	\$200.00	\$200.00
Schwebach, Suzanne M	Nauset Regional High School	Ed Assistant	\$38,049.20	\$1,227.24	\$39,276.44
Sears, Sara H	Substitute or Seasonal	Substitute	\$1,400.00	\$1,050.00	\$2,450.00
Seidel, Marie A	Substitute or Seasonal	Substitute	\$1,170.00	\$2,250.00	\$3,420.00
Seiser, Beth A	Nauset Regional High School	HS Ed Assistant	\$14,548.91	\$17,082.20	\$31,631.11
Shanahan, Rebecca J	Substitute or Seasonal	Substitute	\$0.00	\$1,505.00	\$1,505.00
Sheehan, William P	Nauset Regional Middle School	MS SN Teacher	\$94,602.97	\$0.00	\$94,602.97
Sheptyck, Lora E	Nauset Regional High School	Secretary	\$40,207.65	\$1,996.05	\$42,203.70
Sherman, Michael F	Region Revolving	Director of Development	\$40,000.00	\$5,618.00	\$45,618.00
Silberberg, David	Substitute or Seasonal	Substitute	\$0.00	\$3,870.00	\$3,870.00
Silva, Pamela	Nauset Regional Middle School	MS Secretary to the Principal	\$57,929.34	\$1,451.37	\$59,380.71
Simms, John	Nauset Regional Middle School	MS Teacher	\$63,283.97	\$211.56	\$63,495.53
Simpson, Christy L	Nauset Regional Middle School	MS Teacher	\$61,840.11	\$1,859.22	\$63,699.33
Simpson, Courtney W	Nauset Regional High School	HS Teacher	\$82,230.00	\$778.00	\$83,008.00
Simpson, Luke E	Nauset Regional High School	HS Teacher	\$72,899.42	\$778.00	\$73,677.42
Sipple, Dale L	Substitute or Seasonal	Substitute	\$0.00	\$90.00	\$90.00
Smith, Audrey C	Nauset Regional Middle School	MS Teacher	\$85,075.50	\$2,060.76	\$87,136.26
Smith, Bremner D	Substitute or Seasonal	Substitute	\$0.00	\$362.00	\$362.00
Smith, Dorothea A	Nauset Regional High School	Guidance Counselor	\$92,929.56	\$15,423.87	\$108,353.43
Smith, Eileen A	Community Education	Community Education	\$7,920.00	\$0.00	\$7,920.00
Smith, Gail M	Region Working for a Town	Ed Assistant	\$25,137.83	\$1,320.00	\$26,457.83
Smith, Jean R	Substitute or Seasonal	Substitute	\$0.00	\$842.00	\$842.00
Smith, Leslie A	Nauset Regional High School	Athletic Trainer	\$0.00	\$787.50	\$787.50
Smith, Lorraine	Nauset Regional Middle School	MS Speech Therapist	\$94,602.97	\$2,500.00	\$97,102.97
Smith, Noelle K	Nauset Regional High School	Teacher	\$76,995.43	\$2,479.10	\$79,474.53
Smith, Odin K	Community Education	Community Education	\$1,080.00	\$0.00	\$1,080.00
Smith, Sharon M	Region Revolving	Pre School Therapist	\$32,435.60	\$0.00	\$32,435.60
Smorol, Lynne M	Nauset Regional Middle School	MS SN Ed Assistant	\$17,227.35	\$60.00	\$17,287.35
Snider, Genevieve P	Nauset Regional High School	HS Ed Assistant	\$18,955.64	\$16,147.73	\$35,103.37
Snow, Kim F	Nauset Regional High School	SN Ed Assistant	\$24,499.89	\$1,219.02	\$25,718.91
Sousa, Katie E	Nauset Regional Middle School	MS SN Teacher	\$92,631.52	\$500.00	\$93,131.52

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Souther, Deidre J	Region Working for a Town	Ed Assistant	\$40,029.42	\$1,000.00	\$41,029.42
Souza, Judith E	Region Only	Cafeteria	\$24,663.26	\$1,415.34	\$26,078.60
Souza, Lawrence F	Nauset Regional High School	Teacher	\$70,717.76	\$29.79	\$70,747.55
Spampinato, Marcia W	Nauset Regional High School	HS Principal's Secretary	\$61,306.50	\$3,339.24	\$64,645.74
Spencer, Susan J	Nauset Regional High School	HS SN Ed Assistant	\$36,857.48	\$1,000.00	\$37,857.48
Springer, Soni R	Region Working for a Town	Tutor	\$12,894.22	\$2,134.66	\$15,028.88
Stack, Mary A	Nauset Regional Middle School	MS Teacher	\$94,602.97	\$2,786.00	\$97,388.97
Stein, Beth R	Substitute or Seasonal	Substitute	\$360.00	\$1,330.00	\$1,690.00
Stevens, Heather L	Nauset Regional High School	HS Teacher	\$91,287.98	\$6,867.32	\$98,155.30
Stevens, Jennifer L	Nauset Regional High School	HS Teacher	\$48,208.60	\$807.79	\$49,016.39
Stevens, Joanna W	Region Revolving	Pre School Director	\$59,281.44	\$4,407.00	\$63,688.44
Stewart, Sarah E	Nauset Regional High School	HS Guidance Counselor	\$57,472.91	\$4,870.77	\$62,343.68
Strenz-Thibault, Susanne M	Tutors	Tutor	\$309.87	\$0.00	\$309.87
Sullivan, Linda Lee	Region Working for a Town	Eddy SN Ed Assistant	\$37,892.00	\$750.00	\$38,642.00
Sullivan, Valerie A	Substitute or Seasonal	Substitute	\$0.00	\$10,420.00	\$10,420.00
Sutton, Joan A	Substitute or Seasonal	Substitute	\$0.00	\$2,250.00	\$2,250.00
Sveden, Nancy F	Nauset Regional Middle School	Ms SN Ed Assistant	\$38,692.15	\$610.00	\$39,302.15
Sweeney, Joseph T	Community Education	Community Education	\$1,080.00	\$0.00	\$1,080.00
Swenton, Gail P	Region Only	Speech Therapist Summer School	\$2,823.26	\$0.00	\$2,823.26
Swinarski, Stephen J	Nauset Regional High School	HS Teacher	\$80,217.83	\$4,515.00	\$84,732.83
Sylvester, Kathleen J	Community Education	Community Education	\$2,520.00	\$0.00	\$2,520.00
Szedlak, Tessa J	Substitute or Seasonal	Substitute	\$0.00	\$2,070.00	\$2,070.00
Tang, Wai Sing T	Nauset Regional High School	HS Teacher	\$52,012.79	\$4,266.00	\$56,278.79
Tefft, Ann M	Region Shared	Administrative Asst to Superintendent	\$76,562.40	\$6,239.39	\$82,801.79
Teixeira, Heath G	Coach	HS Coach	\$0.00	\$5,484.00	\$5,484.00
Thackeray, Megan	Nauset Regional Middle School	Ed Assistant	\$38,078.97	\$1,000.00	\$39,078.97
Thatcher, Kimberly A	Nauset Regional Middle School	MS SN Ed Assistant	\$38,873.96	\$6,458.00	\$45,331.96
Thompson, Vicki	Substitute or Seasonal	Substitute	\$0.00	\$6,262.00	\$6,262.00
Thomson, Jacqueline A	Nauset Regional Middle School	Middle School Teacher	\$50,373.17	\$1,620.00	\$51,993.17
Tichnor, Richard L	Nauset Regional High School	HS Teacher	\$12,250.60	\$3,418.00	\$15,668.60
Tierney, Cheryl A	Region Working for a Town	Region Sub Caller	\$0.00	\$3,754.63	\$3,754.63

Employee	Home Dept/Location	Position	Salary	Longevity	All Other
Timmons, Mae A	Nauset Regional High School	HS Speech Therapist	\$94,602.97	\$4,279.00	\$98,881.97
Tringale, Kathleen A	Nauset Regional High School	HS Teacher	\$94,832.16	\$10,084.29	\$104,916.45
Trovato, Kelsey C	Substitute or Seasonal	Substitute	\$0.00	\$7,450.00	\$7,450.00
Tupper, Katherine	Nauset Regional High School	HS SN Secretary	\$34,009.48	\$1,196.05	\$35,205.53
Tupper, Stephanie J	Nauset Regional High School	HS Teacher	\$59,497.91	\$2,273.00	\$61,770.91
Tyng, Barbara L	Substitute or Seasonal	Substitute	\$0.00	\$1,412.50	\$1,412.50
Vagan Hildreth, Linda	Region Working for a Town	WES Ed Assistant	\$37,085.88	\$1,000.00	\$38,085.88
Van Tassel, Kristin E	Nauset Regional High School	HS Teacher	\$45,854.05	\$12,730.11	\$58,584.16
Van Winkle, Stephanie Gomes	Nauset Regional High School	HS Guidance Counselor	\$54,094.32	\$4,747.73	\$58,842.05
Vandersall, Amy B	Nauset Regional High School	HS Teacher	\$68,614.04	\$778.00	\$69,392.04
Venditti, Giovanna B	Region Shared	Dir of Finance & Operations	\$133,107.50	\$150.00	\$133,257.50
Vidakovich, Michael G	Substitute or Seasonal	Substitute	\$0.00	\$705.00	\$705.00
Vining, Kerri L	Nauset Regional Middle School	SN Teacher	\$80,217.83	\$895.36	\$81,113.19
Von Hausen, Estefania G	Nauset Regional Middle School	MS Teacher	\$47,440.52	\$0.00	\$47,440.52
Wade, Kevin L	Substitute or Seasonal	Substitute	\$0.00	\$1,781.75	\$1,781.75
Walker, Robin V	Nauset Regional High School	HS Teacher	\$18,920.61	\$7,500.00	\$26,420.61
Wall, Lauren J	Nauset Regional High School	Ed Assistant	\$40,107.75	\$2,326.00	\$42,433.75
Wallace, Marjorie A	Region Working for a Town	WES Teacher	\$50,458.35	\$2,651.52	\$53,109.87
Wallen, Susan A	Region Shared	Payroll and Benefits Coord	\$63,569.63	\$1,758.32	\$65,327.95
Walters, Jeremy S	Substitute or Seasonal	Firebirds	\$135.00	\$0.00	\$135.00
Walther, Anne M	Substitute or Seasonal	Substitute	\$1,500.00	\$625.00	\$2,125.00
Walther, Kristen L	Substitute or Seasonal	Substitute	\$0.00	\$90.00	\$90.00
Walther, Wendy T	Nauset Regional Middle School	MS SN Ed Assistant	\$15,132.15	\$14,604.16	\$29,736.31
Ward, Priscilla M	Nauset Regional High School	HS Teacher	\$89,102.72	\$0.00	\$89,102.72
Warren, Patricia A	Nauset Regional Middle School	MS SN Teacher	\$89,619.17	\$6,443.61	\$96,062.78
Watson, Faye A	Substitute or Seasonal	Substitute	\$0.00	\$21.00	\$21.00
Webb, Gail I	Substitute or Seasonal	Substitute	\$0.00	\$930.00	\$930.00
Weigand, Geoffrey P	Substitute or Seasonal	Substitute	\$0.00	\$1,445.00	\$1,445.00
Welch, Rydell S	Substitute or Seasonal	Substitute	\$0.00	\$1,200.00	\$1,200.00
Wentz, Charles R	Community Education	Community Education	\$720.00	\$0.00	\$720.00
White, Brian M	Nauset Regional High School	Guidance Counselor	\$94,602.97	\$6,236.03	\$100,839.00

<u>Employee</u>	<u>Home Dept/Location</u>	<u>Position</u>	<u>Salary</u>	<u>Longevity</u>	<u>All Other</u>
White, Gregory R	Nauset Regional High School	HS Teacher	\$89,102.72	\$0.00	\$89,102.72
White, Jessica M	Coach	Coach	\$0.00	\$3,369.00	\$3,369.00
Wilbers, Liesel H	Region Working for a Town	Pre School Ed Assistant	\$12,695.69	\$0.00	\$12,695.69
Wiley, Kerry	Nauset Regional Middle School	MS SN Ed Assistant	\$37,907.79	\$2,180.00	\$40,087.79
Wilkinson, Kelly M	Nauset Regional Middle School	MS SN Teacher	\$15,251.22	\$0.00	\$15,251.22
Wilkinson, Robert H	Nauset Regional Middle School	Access Teacher and Coach	\$19,332.45	\$13,236.09	\$32,568.54
Williams, Shelby E	Nauset Regional Middle School	Guid Coun/ Soc Work	\$88,479.89	\$3,887.75	\$92,367.64
Wilson, Alana G	Region Working for a Town	WES SN Teacher	\$61,817.97	\$101.01	\$61,918.98
Wright, Philip	Nauset Regional High School	HS Teacher	\$89,102.72	\$529.79	\$89,632.51
Yarletts, Mackenzie L.	Region Shared	Computer Technician	\$57,832.85	\$100.00	\$57,932.85
Young, Adrian M	Nauset Regional Middle School	MS Custodian	\$11,552.24	\$486.27	\$12,038.51
Young, Barbara J	Region Shared	Clerical Secretary	\$6,043.05	\$600.00	\$6,643.05
Young, Joyce R	Community Education	Community Education	\$1,500.00	\$0.00	\$1,500.00
TOTAL NAUSET REGION			\$20,161,510.03	\$0.00	\$21,808,146.50

INDEX

Appointed Officials	5
Affordable Housing Trust	15
Animal Advisory Committee	18
Board of Assessors	13
Board of Health	48
Building, Plumbing & Gas	19
Cape Cod Commission	20
Cape Light Compact	29
Cemetery Commissioners	32
Community Preservation Committee	33
Conservation Commission	34
Council on Aging	35
Cultural Council	37
Department of Public Works	66
Elected Officials	3
Presidential Primary – March 1, 2016	77
Annual Town Election – May 17, 2016	135
State Primary – September 8, 2016	136
State Election – November 8, 2016	141
Finance Committee	43
Fire Department	44
Harbormaster	47
Historical Commission	50
Housing Authority	51
Human Services Advisory Committee	52
Library	53
Natural Resources Department	56
Office Hours & Telephone Numbers	Back Cover
Old Town Centre Historic District Commission	57
Open Space Committee	58
Planning Board	59
Planning Department	60
Police Department	62
Procedure For All Town Meetings	120

Recreation Commission 68

Salaries & Wages 177

Schools

 Cape Cod Regional Technical High School 25

 Eastham Elementary School 38

 Eastham Elementary School Committee 42

 Superintendent 72

Search Committee. 71

Selectmen 12

Tax Collector 146

Tax Rate Recapitulation. 14

Town Accountant 154

Town Administrator 11

Town Clerk. 74

 Annual Town Meeting Warrant – May 2, 2016. 81

 Annual Town Meeting Minutes – May 2, 2016. 123

Treasurer 148

Trust Funds 148


Veterans Services 149

Visitor Services Board 150

Water Management Committee. 151

Zoning Board of Appeals 153

1651 Forest Advisory Committee 46

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TELEPHONE LISTING & OFFICE HOURS

POLICE – EMERGENCY – 2550 State Highway	911
Non Emergency	508-255-2727
Animal Control Officer	508-255-0551
FIRE – EMERGENCY - 2520 State Highway	911
Non Emergency	508-255-2324
TOWN HALL - 2500 State Highway	
8 a.m. – 4 p.m. (<i>exceptions noted</i>)	508-240-5900
Administration	Ext. 3206
Assessing	Ext. 3212
Accounting	Ext. 3209
Buildings & Maintenance	Ext. 3235
Beach & Recreational Services	Ext. 3237
Building Department	Ext. 3231
Inspector of Buildings: Mon-Fri 7:30 a.m.-3:00 p.m	Ext. 3202
Wiring Inspector: M/W/F 7:30-8:30 a.m	Ext. 3291
Plumbing & Gas Inspector: T/Th 7:30-8:30 a.m	Ext. 3290
Planning & Zoning	Ext. 3228
Town Clerk/Registrar	Ext. 3223
Treasurer/Collector	Ext. 3218
Conservation Commission – 555 Old Orchard Road	508-240-5971
Council on Aging - 1405 Nauset Road	508-255-6164
Department of Public Works – 555 Old Orchard Road	508-240-5973
Deputy Tax Collector - 76 Falmouth Road, Hyannis	508-790-3443
Eastham Elementary School - 200 Schoolhouse Road	508-255-1505
Library - 190 Samoset Road	508-240-5950
Natural Resources – 555 Old Orchard Road	508-240-5972
Nauset Regional High School - 100 Cable Road	508-255-0808
Nauset Regional Schools - 78 Eldredge Parkway, Orleans	508-255-8800
Transfer Station - 255 Old Orchard Road	
Hours of operation: Saturday through Wednesday 7:30-3:30 ..	508-240-5970
Veteran’s Services, 66 Falmouth Road, Hyannis	508-778-8740

BOARD OF SELECTMEN meet at the Eastham Town Hall in the Earle Mountain meeting room regularly the first and third Monday of the month at 5:00 p.m. and as posted on the Town Hall entrance bulletin board.